

Women and Men at the Technion
Students and Faculty

2011

Annual Report
Submitted to the President and the Board of Governors

By

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Acknowledgement:

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EXECUTIVE SUMMARY

Women and Men at the Technion
Students and Faculty

1. Resolutions of the Academic Committee Board of Governors Meeting, June 2010

10.1 The Board takes note of the report on Women and Men at the Technion (2010)

10.2 The Board commends the Technion management on its funding of special post-doctoral fellowships for promising women PhDs.

This year, a number of Technion doctoral students applied for the Technion Post-Doc Fellowship. One applicant, from the faculty of Biology received a Technion fellowship.

10.3 The Board encourages the Technion to continue pursuing proactive steps to increase the number of women faculty and students in engineering and science. The Board calls upon Technion management to maximize efforts to recruit women faculty as part of the short and long term suggestions of the Technion task force for enhancing faculty recruiting.

Special efforts have been made this year to recruit undergraduate students to the engineering faculties. As a result, the % of women undergraduate students in the faculty of Electrical Engineering slightly increased from 16% to 17%.

With regards to the recruitment of women faculty - 3 new offers have been made this year for new women faculty. All of them accepted the offers (Faculty of Chemistry, Computer Science and Medicine) for next year 2011-2012.

2. Summary of the 2011 Report on Women and Men at the Technion:

Women Students

The overall percentage of women students at the Technion is the lowest in Israel. Yet, a majority of women students in Engineering in Israel at all three levels (undergraduate, master and doctoral degrees) is at the Technion. Comparative statistics with other universities updated to 2006-7, is similar to the information reported in 2010. The percentage of women who graduated the Technion in 2006-7 was 35%, lower than the 42% who graduated Tel-Aviv University in similar departments, but higher than the 32% who graduated Ben-Gurion University in similar departments. We did not compare to the Weizmann Institute because it has only graduate studies and no engineering departments.

- **Undergraduate students:** There was a **4% increase** in new women applicants this year (44% compared to 40% last year) and in new women admitted (40% compared to 37% last year).
- Overall, the total percentage of women undergraduate students increased in the last 10 years from 30% in 2000 to 35% this year. Yet, their proportion varies by faculty, with the smallest percentage in Mechanical Engineering (8%), Electrical Engineering (17%), Aerospace Engineering (17%), Physics (18%), and Computer Science (23%).
- The percentage of women students graduating on the Honors Lists was 29% in 2010, lower than their 34% of the recipients of Bachelor Degree in 2010, and lower than their 31% in 2009. This is distributed between 30% on the Honor List (versus 33% in 2009) and 27% on the Distinguished Honor List (versus 24% in 2009). Hence there is a **slight increase** in the % of women on the Distinguished Honor List.
- This year, **no women undergraduate students were admitted to the Technion Excellence program** (compared to 23% last year). This finding is inconsistent with the increase in the % of women on the Distinguished Honor List program. Therefore, **a re-evaluation should be made concerning the admission of women undergraduate students to the Technion Excellence Program.**
- A higher percentage of women than men undergraduate students receive assistance scholarships based on socio-economic needs. The drop-out rate is quite similar for females (7%) and males (7%).

In summary, the percentage of women students in the last 10 years increased to 35%, with an increase to 40% among admissions this year. Yet, unfortunately, no women were admitted this year to the Technion Excellence Program, unlike in previous years. This is in contrast to the increase in the % of women undergraduate students on the Distinguished Honor List.

- **Graduate students:** Overall, women comprise 36% of all masters students and 45% of all doctoral students. The percentage of newly admitted women master's students was slightly lower (34%) than the year before (39%), while the percent of new women doctoral students remained the same (36%). The lowest percentage of women graduate students is in: Energy (0%), Design and Manufacturing Eng. (6%), Mechanical Eng. (10%), Electrical Eng. (13%), Physics (13%), and Applied Mathematics (14%). The highest percentage of women students is in: Polymer Eng.

(79%), Medical Sciences (73%), Biotechnology (73%), Biology (73%), Quality Assurance (71%), Education in Technology and Science (71%), Food Eng. (71%), Chemistry (67%), and Architecture & Town Planning (56%).

- Women comprise 40% of all honors students at the master's level, a **significant increase** compared to 32% last year, with about 44% on the Distinguished Honor List (a significant increase from 17% last year), and 38% on the Honor List.
- This year the percentage of women among those who received 5 and 6 fellowship units increased to 40% and 36% respectively, a **significant increase** from 25% among those who received 6 fellowship units last year.
- The percentage of women who drop out of graduate studies is 7%, lower than the 8% of men who drop out.
- In 2010, women comprised 34% of all graduating master students and 40% of all graduating doctoral students (see Table 18 and Figure 11, Appendix C).

Post-Doctoral Students at the Technion: This year, there are 76 women post-doctoral fellows at the Technion, compared to 66 last year. Women comprise 38% of all post-doctoral students at the Technion, compared to 37% last year.

Post-doctoral fellowships for studying abroad. This year, the Technion offered one post-doctoral fellowship for a female Technion doctoral student for studying abroad. The receiver is from the Faculty of Biology. Two Technion women doctoral students received the Coleman-Coler Post-Doctoral Fellowship to England. However, this year none of the Rothschild Fellow winners from the Technion were women, compared to 20% (one woman) at the Weizmann Institute (This may also be explained by the relative small percentage of women applicants to the Rothschild Fellowship).

Women Faculty Members (Tenure Track)

Overall, there is a **decrease** in the total number of women faculty to 77 women (15% of all tenure track faculty) compared to 79 last year.

- Despite efforts to recruit excellent women faculty only 7 new women faculty were recruited in the last 3 years, compared to 53 men.
- Currently, 31% of all women faculty occupy the senior lecturer and lecturer positions, compared with 19% of all men at the same positions. 19% of all women

faculty are Full Professors (n=15), and 49% are Associate Professors (vs. 47% in 2009). This is an **increase** at the level of Associate Professor. Women Full Professors increased from 11 in 2007 to 16 in 2008, 14 in 2009, 15 in 2010 and 15+1 in the Faculty of Medicine and Rambam Hospital, in 2011.

- The distribution of women varies significantly across academic units. In three academic units there is only one woman faculty member [Materials Engineering (7%), Chemistry (4%), Aerospace Engineering (4%), not including Humanities & Art, where only the department head is a regular faculty member]. This year one additional woman was recruited to the Faculty of Chemistry. In three academic units there are only 2 women faculty [Mechanical Engineering (6%), Mathematics (5%), Biomedical Engineering (15%)], and in two academic units there are only 3 women faculty [(Computer Science (6%) and Physics (9%)). In another 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 in Technology & Science (67%), Architecture & Town Planning (57%), Biotechnology & Food Eng. (46%), Biology (24%) and Chemical Eng. (22%)

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

Representation of women faculty in decision making positions. This year, there is a continuing increase in the representation of women faculty in decision-making positions at the Technion.

3. Initiatives of the Task Force on the Status of Women at the Technion.

On January 2011, three additional members joined the committee: Professor Orit Hazzan, Chair, Department of Education in Technology & Science; Professor Shulamit Levenberg, Faculty of Biomedical Engineering; and Professor Miriam Zacksenhous, Faculty of Mechanical Engineering. The other committee members are: Professor Hagit Attiya, Faculty of Computer Science; Professor Rachelle Alterman, Faculty of Architecture and Town Planning; Professor Miriam Erez - Committee Chair, Faculty of Industrial Engineering and Management; and Mrs. Ruth Alon - Task Force on women, Technion Board of Governors.

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

- The Technion offered one Post-Doctoral Fellowship in Science and Technology for a Technion woman PhD (Faculty of Biology).
- The Distinguished Women in Science Annual Lecture Series named after Shalom (Stanley) Zielony hosted in November 9, 2010 a very special day with lectures by two women Nobel Laureates: Professor Linda Buck, Fred Hutchinson Cancer Research Center, Seattle, WA, USA, who gave a talk on "Deconstructing the Smell"; Professor Ada Yonath, The Weizmann Institute of Science, who gave a talk on: "From Hibernating Bears to Improved Ribosomal Antibiotics". The Churchill Auditorium was filled with faculty members, students and guests from other universities. Professor Buck was the guest of the Technion for three days.
- On Thursday, Feb. 3, 2011, we held a 4-hour career-planning workshop for women doctoral students, which aimed to direct women doctoral students to an academic career and to consider a post-doctoral appointment abroad as part of the academic career path. About 100 women doctoral students at the Technion participated in the round table workshop. The workshop consisted of a panel of women faculty members who shared their post-doctoral experience with the students and responded to questions from the audience. Then Dr. Julia Bear, a post-doctoral fellow at the Technion from Carnegie-Mellon University, whose dissertation was on women and negotiation, gave a talk on "negotiating your career". Professor Hagit Attiya, Faculty of Computer Science, clarified the expectations from junior faculty members and offered some advice on how to prepare for an academic career. At the end of the workshop, Professor Moshe Sidi, Vice President for Academic Affairs, expressed the interest of the Technion in recruiting new women faculty members and elaborated on the recruitment process. The workshop ended with a light lunch, which allowed the participants to mingle and share experiences. Feedback on the workshop was very positive.
- Sharing accomplishments by women faculty: We regularly report to all women faculty on promotions, special grants, awards and prizes received by Technion women faculty.

In 2010-2011 (following the 2010 Technion Board meeting) two Technion women faculty received important awards.

- Professor Yonina Eldar, Faculty of Electrical Engineering, won the Michael Bruno Memorial Award for 2010. The Michael Bruno Memorial Awards are granted each year to a number of young Israeli scholars and scientists, of truly exceptional promise, under the age of 50, whose achievements provide hope for future breakthroughs in their respective fields.
- Professor Tamar Ziegler, Department of Mathematics, awarded The Erdo Award of the Israeli Mathematical Union. This is the highest award for Israeli mathematicians. Tamar is the first woman to win this award. In addition, Prof. Ziegler is the recipient of the 2011 Technion Taub Prize.
- 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 receives 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. Erez is also the Chair of the National Council for the Promotion of Women in Science and Technology.

4. Initiatives taken by Technion faculties to recruit women students.

This year, two faculties organized special events for recruiting women undergraduate students: the Faculty of Electrical Engineering and Faculty of Mechanical Engineering, as further described on p. 18 of the complete report. In addition, the Faculty of Computer Science sent women students to two workshops, aiming to highlight professional and research opportunities for women CS students (see, p. 18). Furthermore, a conference aimed to motivate middle-school female students to study CS as part of their high school curriculum, was organized by the National Center of Computer Science Teachers at the Technion, together with the Google Israel R&D Center. More details can be found on pp. 18-19 of the complete report.

RECOMMENDATIONS

The 2011 report on women and men at the Technion leads to the following recommendations.

A. Women students at the Technion

1. Undergraduate women students:

- a. Given the pool of potential women applicants with 5 units of mathematics, at the matriculation exam, and the increase to 40% of newly admitted women students out of the total number of new undergraduate students, future recruitment efforts should particularly concentrate on certain faculties in which their percentage is still very low. This includes among others the Faculty of Mechanical Engineering, Electrical Engineering, Physics, Aerospace Engineering, Computer Science, and Civil and Environmental Engineering.
- b. Given that no undergraduate women students were admitted to the Technion Excellence Program, despite the high percentage of applicants (36%), more attention should be given to the selection procedure of women undergraduate students to this program.
- c. More publicity should be given to Technion characteristics that are attractive to women:
 - i. The increasing percentage of women undergraduate students at the Technion, in recent years.
 - ii. The high acceptance rate of women, indicating a good fit between the applicants' expectations and the Technion's requirements.
 - iii. The relatively high proportion of women in Engineering at the Technion, compared to other universities.
 - iv. The high percentage of women undergraduate students on the honor lists.
 - v. The high percentage of women who receive assistance fellowships
 - vi. The relatively high percentage of women graduate students
 - vii. The increasing focus on the social life at the Technion
 - viii. The increasing number of women faculty in decision making positions
- d. Following concerns by undergraduate women students, the Task Force on Women's Issues at the Technion recommends **offering an undergraduate course on career development in science and engineering, as part of the**

humanities program.

2. Graduate women students:

- a. Given the uneven distribution across faculties of women students at the masters and doctoral level, proactive actions should be taken to attract graduate women students to programs in which their presence is still low, such as: Physics, Mechanical Engineering, Electrical Engineering and Computer Science. In particular, the percentage of women graduate students has dropped and an initiative should be taken to attract undergraduate students to apply for graduate studies at the Technion.
- b. On the positive side, there is an increase in the percentage of women masters students on the honor lists, and an increase in the percentage of women receiving 6 fellowship units.
- c. More publicity should be given to the following positive points:
 - i. The relatively 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
- d. 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.

Post-doctoral fellows should be viewed as the reservoir of future faculty members at the Technion and **more efforts should be exerted to encourage women to apply for post-doctoral fellowships and to facilitate their post-doctoral studies abroad. The Technion should consider offering more than one post-doctoral fellowship to enable very competent women doctoral students to continue on an academic career path.** Following the well-attended doctoral career workshop, we recommend to continue offering such workshops to new women doctoral students every year.

4. Women faculty members at the Technion

- a. Pro-active efforts should be made 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, Computer Science, Electrical Engineering, Mathematics, Materials Engineering, Mechanical Engineering, Physics and Civil and Environmental Engineering,

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

- 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 (31%).
- c. The highest gap between men and women faculty is still at the top rank of Full Professor. However, we are pleased to note that this year two women associate professors in the Faculty of Electrical Engineering and in the Faculty of Mathematics were promoted to Full professor.

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

THE COMPLETE 2011 REPORT ON WOMEN AND MEN AT THE TECHNION

Responses to the 2010 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 and men at the Technion in 2011 and in comparison to other universities in Israel.

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, 2008-9 (see Table 1).

Enrollment of women students in sciences and engineering depends on their level of mathematics in the pre-university matriculation exam. In 2009, there were 34,733 women high school students who took the matriculation exam in mathematics, compared with 27,288 men students. Of all women taking the matriculation exams in mathematics, the percentage of women taking it at the highest level of 5 units was 15.3% with 31.1% taking the 4 units and 53.6% taking the 3 units. In comparison, the percentage of men taking it at the highest level of 5 units is 21.0%, with 27.8% taking the 4 units and 51.2% taking the 3 units. Yet, in absolute numbers 5,314 women compared with 5,730 men took the 5 unit exam. Hence, of the total number of students taking the 5 units, women comprised 48%.

Of those women who took Mathematics at the level of 5 units 99.2% passed the exam, and 61.3% excelled in their exam, a little higher than men students (59.6%).

Of those women who took Mathematics at the level of 4 units, 97.1% passed the exam, and 42.8% excelled in their exam, which is higher than men students (33.1%).

Taking together the 4 and 5 units in mathematics, the total number of women students was 16,116 higher than the total number of men students – 13,316.

Table 1: Achievements in the Mathematics High School Matriculation Exam by Gender, in Percentage, 2009

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	13971	51.2%	7586	27.8%	5730	21.0%	27,288	95.0%	96.3%	98.9%	96.2%	30.4%	33.1%	59.6%	37%
Female	18617	53.6%	10802	31.1%	5314	15.3%	34,733	95.9%	97.1%	99.2%	96.8%	41.4%	42.8%	61.3%	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.**

The Bureau of Statistics provides comparative information updated to the year 2007 <http://www.cbs.gov.il>. Hence, there is no change from our previous report.

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

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

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

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

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

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

Yet, in 2007, among the four universities the Technion had the highest percentage of women,

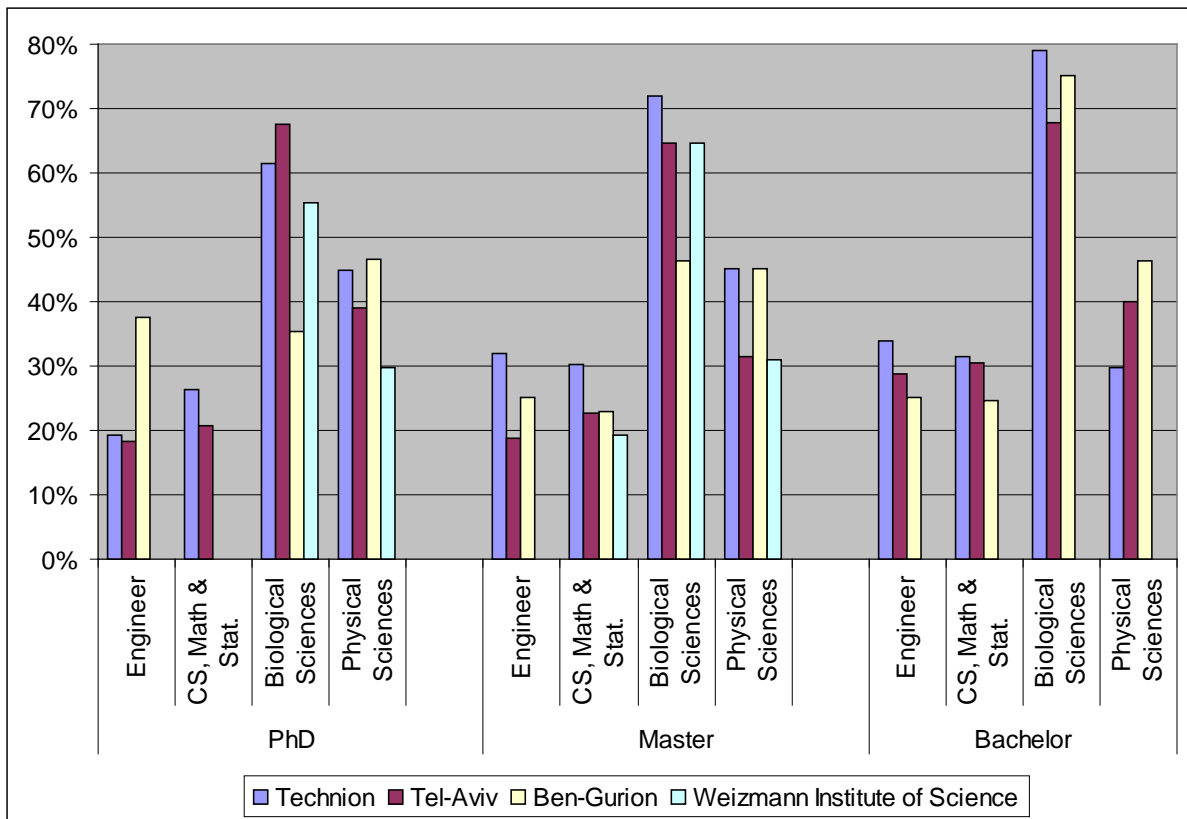
compared to men, who received the Bachelor degree in Computer Science, Mathematics & Statistics at all three degrees. This is an improvement compared to 2005-6 when the Technion had the highest percentage of graduating women compared to men, only in Biological Sciences.

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

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

*The data is not updated to 2011.

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



*The data is not updated to 2011.

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 Figure 1. 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 Table 2.

A2. WOMEN FACULTY MEMBERS IN ISRAELI UNIVERSITIES

The percentage of women faculty by academic rank in the research universities in Israel in 2008-2009 appears in Table 3.

The findings demonstrate that the overall percentage of women in the seven research institutions varies between 16.2% at the Technion to 38.4% at Haifa University.

Within academic ranks women comprise between 35.5- 60.1% of the lecturers, but only between 6.5% - 18.4% of the full professors in the seven institutions.

The Technion ranks the lowest on the percentage of total women faculty, and in particular in the two highest ranks of Associate Professor (19.5%) and Full professor (6.5%). However, generally there has been an increase in the percentage of women faculty at the level of Full Professor at the Technion to 6.5% (compared to 3.8% in 2005-6) and at the Associate level 19.5% (compared to 15.1% in 2005-6) (see the 2010 report).

Table 3: Percentages of Women Faculty (out of total number of faculty) by Institution and Rank, 2008-2009*

Rank	Hebrew Univ.	Technion	Tel-Aviv Univ.	Haifa- Univ.	Bar- Ilan Univ.	Ben- Gurion Univ.	Weizman n Inst.	Total Universities average
Full Professor	13.5	6.5	18.2	18.4	18.0	14.5	10.9	14.3
Associate Professor	22.7	19.5	27.8	32.2	21.4	19.6	30.6	24.2
Senior Lecturer	35.4	27.2	40.0	41.7	40.3	31.6	35.9	36.5
Lecturer	46.2	35.5	49.0	60.1	45.9	37.3	48.0	46.4
Total	25.8	16.2	28.6	38.4	31.0	25.7	24.5	27.2

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

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

B. WOMEN AT THE TECHNION – STUDENTS AND FACULTY MEMBERS

B1. INITIATIVES TAKEN BY TECHNION FACULTIES TO RECRUIT WOMEN STUDENTS AND FACULTY

The Office of the Dean of Undergraduate Studies held one open day this year at the Technion Haifa campus, 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.

This year the Technion faculties held open days in their units 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 undergraduate students and faculty.

- The Faculty of Electrical Engineering has been holding an annual 'female student day' for a number of years, inviting talented female high-school students and high-school graduates with high GPA and 5 units of Mathematics. This year about 100 women potential applicants participated in the successful one-day conference and they provided a very positive feedback concerning the impact of the day on their vocational choice. Indeed, the overall percentage of women undergraduates in the Faculty of Electrical Engineering increased from 16% in 2010 to 17% in 2011 and the overall percentage of women graduates increased from 13% in 2010 to 16% in 2011.
- This year the Faculty of Mechanical Engineering initiated a special event, in which 20 potential women candidates participated. They met with women graduates of the faculty, listened to short lectures and to visited the faculty labs. Two companies - Motorola and Intel, offer scholarships to women students who are going to join the Faculty of Mechanical Engineering.
- In addition, on the Women Day, March 8, 2011, a special event took place in the Israel National Museum of Science, Technology and Space, with the aim of motivating over one hundred high school women students who participated in the event, to study science and technology.
- The Faculty of Computer Science sent two excellent undergraduate students to a workshop for undergraduate women students in CS (<http://www.cs.cmu.edu/ourcs/>)

that took place in CMU, aiming to encourage them to develop their career in CS. In addition, the CS faculty supported the participation of a number of women undergraduate students in the Women in Theory 2010 in Princeton

<http://intractability.princeton.edu/blog/2009/11/women-in-theory-2010-workshop>

- On January 10, 2011, 530 female middle-school pupils participated in a conference at the Technion, aimed to get their interest in Computer Science as their major in high school. The organizers were the National Center of Computer Science Teachers (Technion Department of Education in Technology and Science) and Google Israel R&D Center. The program consisted of lectures by the Director of Google Israel R&D Center, Google female software engineers and women CS faculty members. The Dean of the Technion Faculty of Computer Science, and the Technion Executive Vice President and Director General welcomed the participants.
- To facilitate the academic career of junior women faculty the Dean of The Faculty of Industrial Engineering and Management reduced the teaching load of pregnant women faculty during the semester in which they expected to give birth, or in which they returned to work after maternity leave.

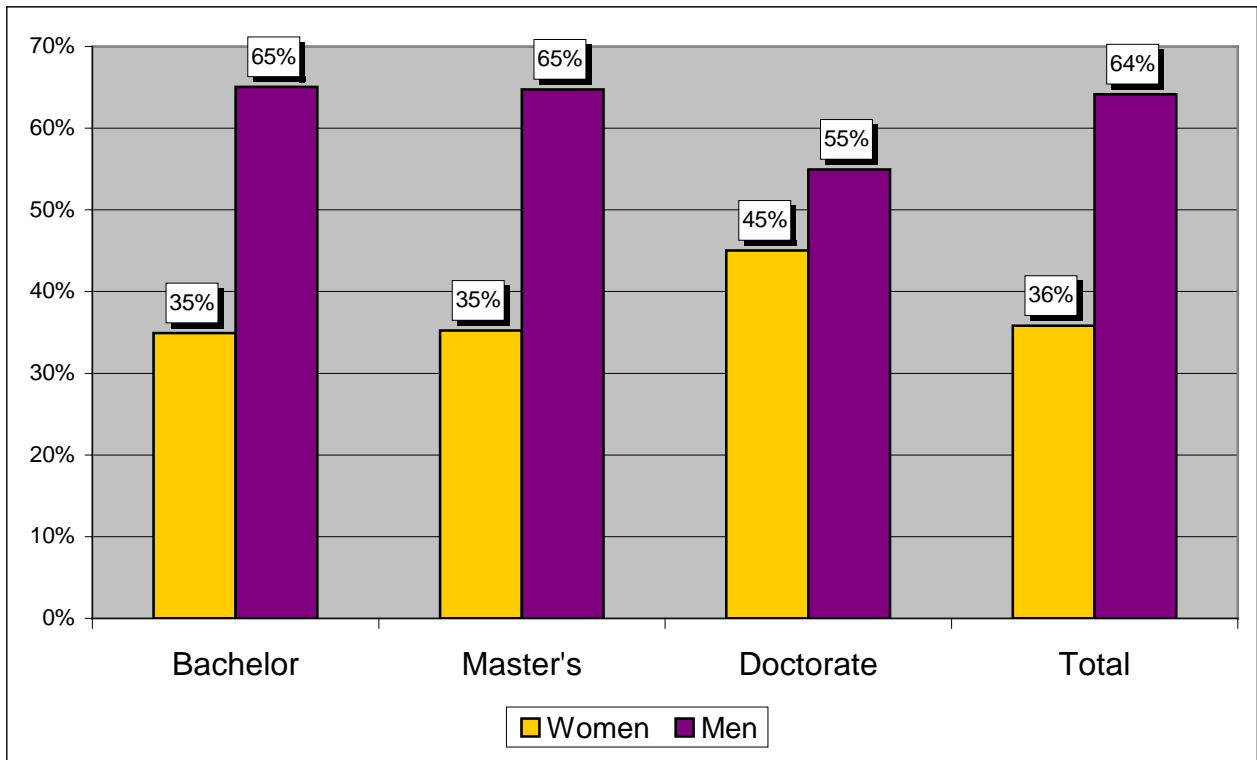
B2. WOMEN STUDENTS AT THE TECHNION BY DEGREE, 2011.

Table 4 summarizes the percentage of women students by degree at the Technion in 2011. Women comprise 35% of the undergraduate students, 35% of the graduate students and 45% of the doctoral students (see also Figure 3). Altogether, women comprise 36% of the student body at the Technion. 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, 2011

	Men		Women		Total	
	Number	%	Number	%	Number	%
Bachelor	5507	65%	2957	35%	8464	100%
Master	1519	65%	827	35%	2346	100%
Doctorate	537	55%	440	45%	977	100%
Total	7563	64%	4224	36%	11787	100%

Figure 2: Distribution of Women and Men by Degree, 2011



C. UNERGRADUATE STUDIES

C.1 Applicants and Acceptance rate:

The percentage of new female applicants in Winter 2010 was 44%, of whom 40% were admitted. This is a 3-4% **increase** in the number of applicants and admitted students compared to winter 2009 (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 likelihood of being admitted to the Technion.

Overall, the total percentage of women undergraduate students **increased** in the last 10 years from 31% in 2002 to 35% in 2011 (see [Table 5](#) and [Figure 4](#), Appendix A).

C.2 Students Enrolled by Faculties:

The overall percentage of undergraduate women students at the Technion is 35%, but they are unequally distributed across the faculties: Their lowest percentage is in: Mechanical Engineering (8%), Electrical Engineering (17%), Aerospace Engineering (17%), Physics (18%) and Computer Science (23%). The highest percentage is in: Biotechnology & Food Eng. (77%), Biology (71%), Bio-Medical Engineering (69%), Chemical Engineering (67%), and Architecture & Town Planning (63%) (See Table 7, and Figure 6 in Appendix B).

C.3 Honor students:

The percentage of women students graduating on the Honors Lists was 29% in 2010, **lower** than their 34% of the recipients of Bachelor Degree in 2010, and **lower** than their 31% in 2010. This is distributed between 30% on the Honor List (versus 33% in 2009) and 27% on the Distinguished Honor List (versus 24% in 2009) (see [Table 8](#) and [Figure 7](#) in Appendix B).

C.4 Excellence program:

In 2011 no women undergraduate student was admitted to the Technion Excellence Program compared to 23% (3 women) in 2010 (see [Table 9](#) and [Figure 8](#) in Appendix B). Their percentage among the applicants to the excellence program was 36% compared to 31% in 2009.

C.5 Assistance Scholarship:

Overall, 19% of women undergraduate students received assistance scholarships, based on socio-economic needs, higher than men (12%), as can be seen in [Table 10](#) in Appendix B. These figures have not changed from 2010.

C.6 Dropout:

The drop-out rate for undergraduate women students was 7%, similar to men students (7%) (See [Table 11](#) in Appendix B).

To sum, the percentage of women students in the last 10 years increased to 35%. The rate of women applications and admittance was similar - 44% and 40%, which is a high rate compared to previous years. Yet, unfortunately, non of them was admitted this year to the Technion Excellence Program, unlike in previous years. This is in contrast to the increase in the percentage of women undergraduate student on the Distinguished Honor List.

The Technion has the highest percentage of women students in Engineering, compared to Tel-Aviv University and Ben-Gurion University. Yet, in some engineering faculties - Mechanical Engineering (8%), Electrical Engineering (17%), Aerospace Engineering (17%), their percentage is still low. Therefore, proactive actions should be taken to recruit more women students to these faculties. In some fields, such as Biological Sciences and Biotechnology & Food Engineering, the percentage of women is very high (up to 77%).

D. GRADUATE STUDIES

D.1 Newly admitted:

Of the newly admitted graduate students 34% were women at the master level, a **decrease** from 39% in 2010 (see [Table 12](#) Appendix C), and 36% were women at the doctoral level, with no change from 2010 (see [Table 13](#), Appendix C).

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

D.2 Students Enrolled by Faculty:

Of all students enrolled at the master's level women comprise 35%, similar to last year (36%), and a bit more than their percentage among newly admitted master students; At the doctoral level women comprise 45%, **similar** to their enrollment in 2010 (46%), but higher than the 36% admitted in 2010. This is similar to the last 9 years in which these figures have hardly changed (see table 5 Appendix A).

Overall, 38% of the graduate students are women. The lowest percentage of women graduate students is in: Energy (0%), Design and Manufacturing Eng. (6%), Mechanical Eng. (10%), Physics (13%), Applied Mathematics (14%) and Electrical Eng. (16%). The highest percentage of women students is in: Polymer Eng. (79%), Medical Sciences (73%), Biotechnology (73%), Biology (73%), Quality assurance (71%), Education in Technology and Science (71%), Food Eng. (71%), Chemistry (67%), and Architecture & Town Planning (56%) (See [Table 14](#) and [Figure 9](#), Appendix C).

D.3 Honors:

Women comprise 40% of all honors students at the master's level, a **significant increase** compared to 32% last year) with about 44% on the Distinguished Honor List (a **significant increase** from 17% last year), and 38% on the Honor List (see [Table 15](#) and [Figure 10](#), Appendix C). Overall 40% of women graduated with honors, a higher percentage than their 35% of the total body of master students graduating.

D.4 Fellowship:

In 2010, women comprised 48% of all graduate students who received 3 fellowship units; 60% of those who received 4 units, 40% of those who received 5 units and 36% of those who received 6 units (a significant increase from 25% last year) (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 the percentage of women students is low.

D.5 Drop out:

The percentage of women who drop out of the graduate studies is 7%, lower than the 8% of men drop outs (see [Table 17](#), Appendix C).

D.6 Graduating

In 2010, women comprised 34% of all graduating master students and 40% of all graduating doctoral students (see [Table 18](#) and [Figure 11](#), Appendix C).

To sum, attention should be paid to the decrease in the percentage of newly admitted women at the master level and to their low representation among graduate students in certain faculties.

On the positive side, there is an increase in the percentage of women master students on the honors lists, and an increase in the percentage of women receiving 6 fellowship units.

E. WOMEN POST-DOC FELLOWS

Today, there are 76 women post-doc fellows compared to 66 last year. There is an increase in the total number of post doc students, such that women comprise 38% of them, compared to 37% last year (see Table 32 below). This year none of the Rothschild Fellow winners from the Technion were women, compared to 20% at the Weizmann Institute (see Table 33 below). This may also be explained by the relative small percentage of women applicants to the Rothschild fellowship. Two women doctoral students received the Coleman -Cohen Fellowship to England, and one doctoral student (faculty of Biology) received The Technion Women Post-Doc Fellowship.

Table 32: Percentage of Women Post-Doc Fellows at the Technion, 2010

	Total	Women		Men	
		No.	%	No.	%
Post Doc Students	201	76	38%	125	62%
Rothschild Applicants from the Technion	32	5	16%	27	84%
Rothschild Recommended from the Technion	8	0	0%	8	100%
Rothschild Winners from the Technion	4	0	0%	4	100%
Coleman- Cohen Fellowship to England	3	2	66%	1	0%
Technion Women Post-Doc Fellowships	1	1			

Table 33: Percentage of Women Winners in the Rothschild Post-Doc Fellows, 2010

	Total	Women		Men	
		No.	%	No.	%
Rothschild winners from the Technion	4	0	0%	4	100%
Rothschild winners from the Weizmann Institute	5	1	20%	4	80%

The post doc fellows should be viewed as the reservoir of the future faculty members at the Technion and more efforts should be exerted to encourage women to apply for post-doc fellowships and 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 77 women faculty members (vs. 78 in 2009-10), comprising 15% of the total number of faculty members, compared to 444 (vs. 440 in 2009-2010) men faculty members in tenure track positions at the Technion in 2010-2011.

In the last five years (2007-2011) special efforts have been made by the Technion to recruit more women faculty. Yet, in 2010-2011 only one woman was recruited to the Technion in the faculty of Chemistry, resulting in 19 additional women faculty in the last 5 years, who comprise 20% of the total 92 new recruits to the Technion (see Table 19 below). However, the absolute number of new women recruits is only 3 in 2010 and 1 in 2011, comprising 10% of the total new recruits in the last 2 years.

Table 19: Faculty Recruited in the Last 5 Years

	2007		2008		2009		2010		2011		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Women	4	40%	8	36%	3	17%	3	18%	1	4%	19	20%
Total	10	100%	22	100%	18	100%	17	100%	25	100%	92	100%

Overall, there is an **increase** from 12% women faculty in 2002 to 15% in 2011 (see [Table 20](#) and [Figure 13](#) in Appendix D).

Currently, 32% (vs. 34% in 2010) of all women faculty occupy the lower tenure track positions (senior lecturer and lecturer) compared with 19% of all men at the same positions (see Table 21 and Figure 14 below). 19% (same in 2010) of all women faculty are Full Professors, and 49% are Associate Professors (vs. 47% in 2010), an **increase** at the level of Associate Professor.

Table 21: Percentage of Women and Men Faculty Members by Rank, 2011

Rank	Total	Women % from Total	Women		Men	
			Number	%	Number	%
Full Professor	231	6%	15*	19%	216	48%
Associate Professor	180	21%	38	49%	142	32%
Senior Lecturer	103	21%	22	29%	81	18%
Lecturer	7	29%	2	3%	5	1%
Total	521	15%	77	100%	444	100%

*Please note that there is one additional woman full professor at the Faculty of Medicine and the Rambam hospital. She does not appear in the tables provided by the Technion, which include only the Medical Science faculty

Yet, women comprise only 27% of all faculty members at the two highest ranks of Full Professor and Associate Professor, with 21% at the level of Associate Professor and only 6% at the level of Full Professor (see Table 21), or 7% including one woman full professor at the Faculty of Medicine, similar to their percentage in 2010.

There is a 10% **increase** in Women Associate Professors from 2000 to 2011 (from 11%-21%), and an **increase** of 13% in the percentage of women who are senior lecturers (from 16%-29%) (see [Table 20](#) in Appendix D).

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

F.2 Women Faculty by Academic Units:

The distribution of women varies significantly across academic units. In three academic units there is only one woman faculty member [Material Engineering (7%), Chemistry (4%), Aerospace Engineering (4%), [not including Humanities & Art, where only the department head is a faculty member]; Yet, this year one additional woman was recruited to the Faculty of Chemistry. In three academic units there are only 2 women faculty [Mechanical Engineering (6%), Mathematics (5%), Biomedical Engineering (15%)], and in two academic units there are only 3 women faculty [(Computer Science (6%) and Physics (9%)).

In ten academic units the percentage of women faculty is 15% or lower (see [Table 22](#) and [Figure 15](#), Appendix D). In other 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 (67%), the Faculty of Architecture & Town Planning (57%), Biotechnology & Food Eng. (46%), Biology (24%) and Chemical Eng. (22%) (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 [44% women graduate students and only one woman faculty (7%)]; Chemistry, [69% women graduate students and only one woman faculty (4%)]; Industrial Engineering & Management (61% women graduate students and 18% women faculty); Medical Sciences (76% women graduate students and 18% women faculty); and Biology (56% women

graduate students and 24% 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 2010-2013 **eight** women faculty are expected to retire, compared with fifty-two men (see [Table 23](#), Appendix D)

This finding suggests that intensive efforts should be made by the Technion to recruit more than 8 new women faculty members within the next 3 years in order to increase their presence at the Technion, over and above the number of women who are going to retire.

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

In 2011 there is a significant number of women faculty holding important managerial positions: 1. Deputy Senior Vice President- Center of International Academic Relations; 2. Dean of Students; 3. Dean of the Division of Continuing Education and External Studies; 4. Associate Dean of the Undergraduate Studies; 5. Associate Dean of the Graduate School (until 31.12.10); 6-7. Two Department Dean; 8. Coordinator of the Status of Women at the Technion. All of these role holders, except for one, are Full Professors, comprising almost 50% of all women Full Professors.

There is also an **increase** to 16% in the percentage of women in the Technion Senate committees compared to 12% in 2010 (see [Table 25](#) Appendix D). Women are represented in 11 out of 16 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), and Judges in Discipline Committees (6 members in total).

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

Last year Dr. Avital Stein was appointed as Executive Vice President & Director General.

This is the second time at the Technion, that a woman is appointed to the top levels of

President and Vice Presidents. The first woman appointed as Vice President was late Professor Rachel Shalon (Faculty of Civil Engineering, 1931-1973).

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. Women comprise 10% of the top level managerial positions, 17% of the elected Senate committees and between 10%-19% of the appointed e committees by the Technion President, Senior Vice President and 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 20010-11 there are only 4 research track positions, two of them held by women. 14% of the Regular Clinical Track positions and 26% of the Clinical Rank positions are held by women. Women comprise 53% of the teaching track positions and 35% of the external adjunct positions at the Technion. (See [Table 31](#), Appendix D).

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

On January 2011, three additional members joined the committee: Professor Orit Hazzan, Chair, Department of Education and Technology Science; Professor Shulamit Levenberg, Faculty of Biomedical Engineering; and Professor Miriam Zacksenhaus, Faculty of Mechanical Engineering. The other committee members are: Professor Hagit Attiya, Faculty of Computer Science; Professor Rachel Alterman, Faculty of Architecture and Town Planning; Professor Miriam Erez - Committee Chair, Faculty of Industrial Engineering and Management and Mrs. Ruth Alon - Task Force on women, Technion Board of Governors .

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

- The Technion offered one Post Doc Fellowship in Science and Technology for a Technion woman PhD (Faculty of Biology).
- The Distinguished Women in Science Annual Lecture Series named after Shalom (Stanley) Zielony hosted in November 9, 2010 a very special day with lectures by two women Nobel Laureates: Professor Linda Buck, Fred Hutchinson Cancer Research Center Seattle, WA, USA, who gave a talk on "Deconstructing the Smell"; Professor Ada Yonath, The Weizmann Institute, who gave a talk on: "From Hibernating Bears to Improved Ribosomal Antibiotics". The Churchill Auditorium was full of faculty members, students and guests from other universities. Professor Buck was the guest of the Technion for three days .
- On Thursday, Feb. 3, 2011, we held a 4-hour career-planning workshop for women doctoral students, which aimed to direct women doctoral students to an academic career and to consider a post doc abroad as part of the academic career path. About 100 women doctoral students at the Technion participated in the round table workshop. The workshop consisted of a panel of women faculty members who were on a post doc and they shared with the students their experience. There were numerous questions from the audience and answers by the panelists. Then Dr. Julia Bear, a post doc at the Technion from Carnegie-Mellon University, whose dissertation was on women and negotiation, gave a talk on "negotiating your career". Professor Hagit Attiya, Faculty of Computer Science, clarified the expectations from junior faculty members and offered some advice on how to prepare for an academic career. At the end of the workshop, Professor Moshe Sidi, Vice President for Academic Affairs, expressed the interest of the Technion in recruiting new women faculty members and elaborated on the recruitment process. The workshop ended with a light

lunch, which allowed the participants to mingle and share experiences. The feedback on the workshop was very positive.

- Sharing accomplishments by women faculty: We regularly report to all women faculty on promotions, special grants, awards and prizes received by Technion women faculty.
- In 2010-2011 (following the 2010 Technion Board meeting) two Technion women faculty received important awards .
- Professor Yonina Eldar, Faculty of Electrical Engineering, won the Michael Bruno Memorial Award for 2010. The Michael Bruno Memorial Awards are granted each year to a number of young Israeli scholars and scientists, of truly exceptional promise, under the age of 50, whose achievements provide hope for future breakthroughs in their respective fields .
- Professor Tamar Ziegler, Department of Mathematics, awarded The Erdo Award of the Israeli Mathematical Union. This is the highest award for Israeli mathematicians. Tamar is the first woman to win this award. In addition, Prof. Ziegler is the recipient of the 2011 Technion Taub Prize .

- 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. Erez is also the Chair of the National Council for the Promotion of Women in Science and Technology.

RECOMMENDATIONS appear in the Executive Summary pp. 10-12.

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

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

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

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

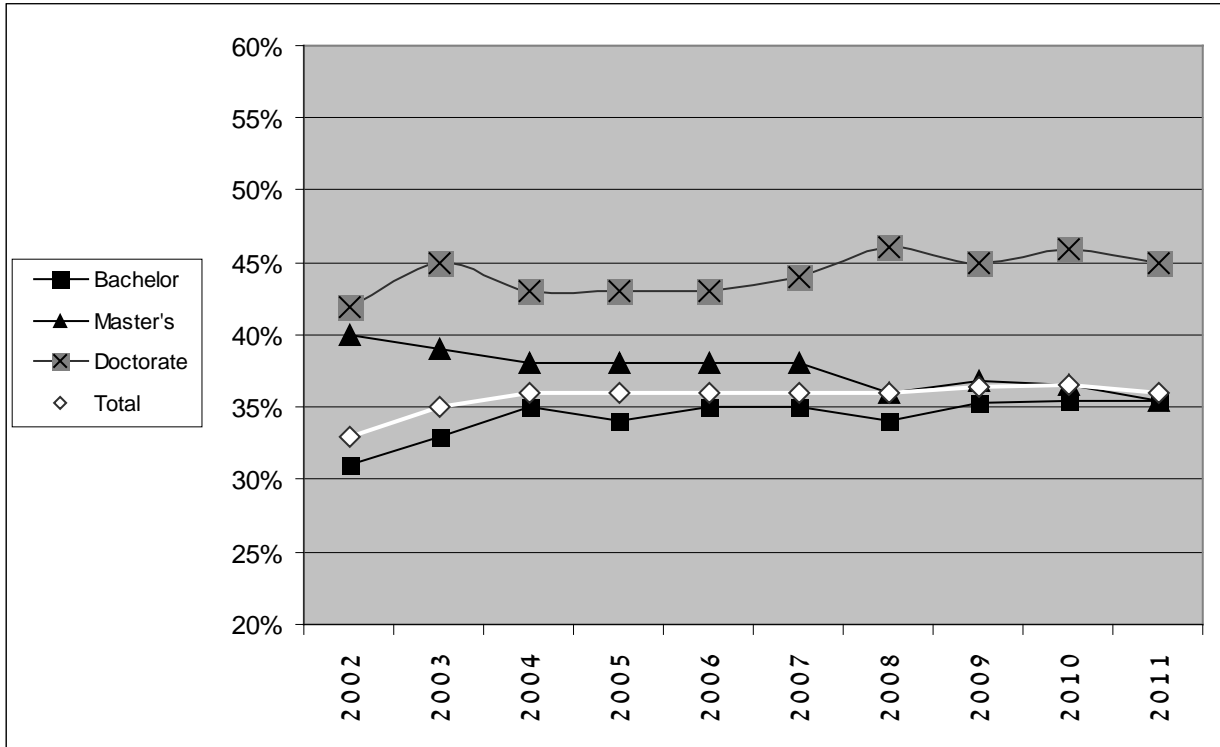
The data of other research universities was not available, or partly available. The fields were chosen as representative of fields in the Technion.

*The data is not updated to 2011

Table 5: Number and Percentage of Women Students within Each Degree, 2002-2011 [Back to Text→](#)

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Total																				
Women	4516	33%	4177	35%	4529	36%	4096	36%	4200	36%	4061	36%	4211	36%	4123	36%	4247	37%	4224	36%
total	13508	100%	11934	100%	12535	100%	11528	100%	11598	100%	11228	100%	11780	100%	11331	100%	11625	100%	4224	100%
Bachelor																				
Women	3118	31%	2883	33%	3095	35%	2715	34%	2910	35%	2672	35%	2921	34%	2881	35%	2961	35%	2957	35%
total	10045	100%	8695	100%	8908	100%	8015	100%	8335	100%	7741	100%	8468	100%	8152	100%	8347	100%	8464	100%
Master's																				
Women	1124	40%	1003	39%	1105	38%	1025	38%	929	38%	969	38%	871	36%	843	37%	850	36%	827	35%
total	2818	100%	2587	100%	2875	100%	2685	100%	2421	100%	2541	100%	2396	100%	2293	100%	2329	100%	2346	100%
Doctorate																				
Women	274	42%	291	45%	329	43%	356	43%	361	43%	420	44%	419	46%	399	45%	436	46%	440	45%
total	645	100%	652	100%	752	100%	828	100%	842	100%	946	100%	916	100%	886	100%	949	100%	977	100%

Figure 3: Percent of Women Students within Each Degree
2002-2011 [Back to Text→](#)



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

Table 6: Undergraduate Applicants and Acceptance by Academic Unit – Winter 2010

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Faculty	Total Applicants*	Applicants				Total Accepted**	Accepted			
		Women		Men			Women		Men	
		N*	%	N*	%		N**	%	N**	%
Civil & Environmental Engineering	337	64	19%	273	81%	163	33	20%	130	80%
Mechanical Engineering	194	21	11%	173	89%	126	13	10%	113	90%
Electrical Engineering	377	70	19%	307	81%	203	38	19%	165	81%
Chemical Engineering	79	56	71%	23	29%	47	29	62%	18	38%
Biotechnology and Food Eng.	105	75	71%	30	29%	67	48	72%	19	28%
Agricultural Engineering	28	2	7%	26	93%	18	4	22%	14	78%
Aerospace Engineering	79	10	13%	69	87%	52	4	8%	48	92%
Industrial Eng. & Management	264	135	51%	129	49%	145	72	50%	73	50%
Mathematics	15	9	60%	6	40%	15	6	40%	9	60%
Physics	44	15	34%	29	66%	35	11	31%	24	69%
Architecture & Town Planning	445	275	62%	170	38%	97	60	62%	37	38%
Economics & Management	37	24	65%	13	35%	11	10	91%	1	9%
Computer Science	298	69	23%	229	77%	164	40	24%	124	76%
Geodetic Engineering	22	3	14%	19	86%	16	3	19%	13	81%
Medical Science	1034	539	52%	495	48%	116	64	55%	52	45%
Landscape Architecture	48	32	67%	16	33%	24	15	63%	9	38%
Bio-Medical Engineering	105	68	65%	37	35%	56	37	66%	19	34%

Faculty	Total Applicants*	Applicants				Total Accepted**	Accepted			
		Women		Men			Women		Men	
		N*	%	N*	%		N**	%	N**	%
Education in Technology & Science	26	14	54%	12	46%	40	17	43%	23	58%
Chemistry	49	31	63%	18	37%	52	29	56%	23	44%
Biology	130	98	75%	32	25%	92	61	66%	31	34%
Mathematics with Computer Science	10	1	10%	9	90%	17	2	12%	15	88%
Malach - General Studies	14	2	14%	12	86%	24	3	13%	21	88%
Environmental Engineering	53	26	49%	27	51%	27	17	63%	10	37%
Math With Statistics	3	1	33%	2	67%	2	1	50%	1	50%
Molecular Bio-Chemistry	27	18	67%	9	33%	14	8	57%	6	43%
Medical Science - American Program	33	19	58%	14	42%	31	18	58%	13	42%
Materials Engineering	92	43	47%	49	53%	62	34	55%	28	45%
Computer Science Education	8	3	38%	5	63%	7	5	71%	2	29%
Electrical Education	2	0	0%	2	100%	1	0	0%	1	100%
Mathematics-Physics	17	3	18%	14	82%	8	1	13%	7	88%
Information Systems Eng.	54	27	50%	27	50%	24	12	50%	12	50%
Bio-Chemical Engineering	46	34	74%	12	26%	33	22	67%	11	33%
Physics with Computer Science	15	0	0%	15	100%	5	0	0%	5	100%
Mathematics with Computer Science	9	1	11%	8	89%	7	1	14%	6	86%
Medical Lab Science	71	64	90%	7	10%	38	30	79%	8	21%
BioMedical Engineering and Physics	10	4	40%	6	60%	5	2	40%	3	60%
Civil Engineering - International School	39	13	33%	26	67%	38	13	34%	25	66%
Electrical Engineering with Physics	61	6	10%	55	90%	30	5	17%	25	83%
Total	4280	1875	44%	2405	56%	1912	768	40%	1144	60%

* 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, 2010

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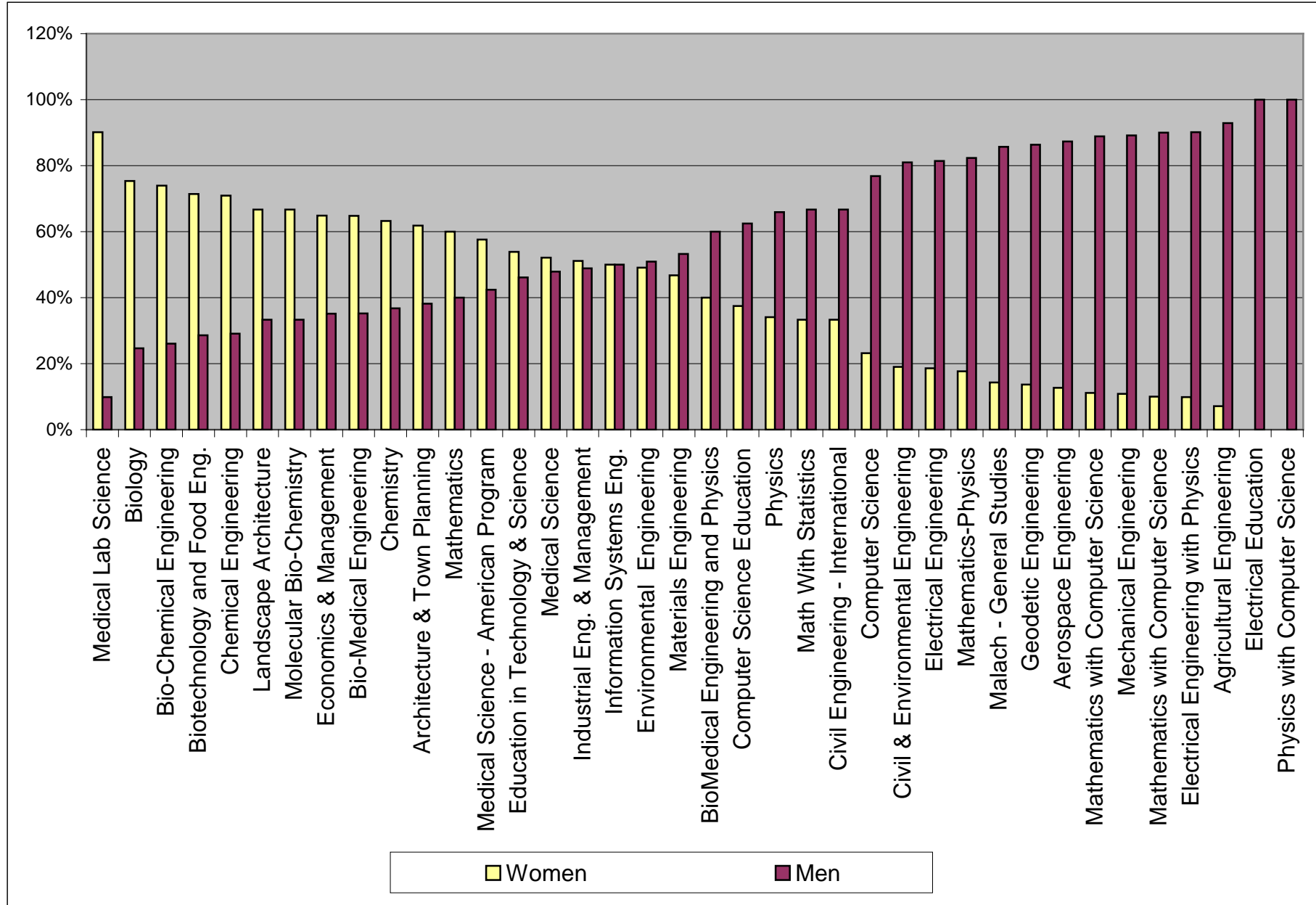
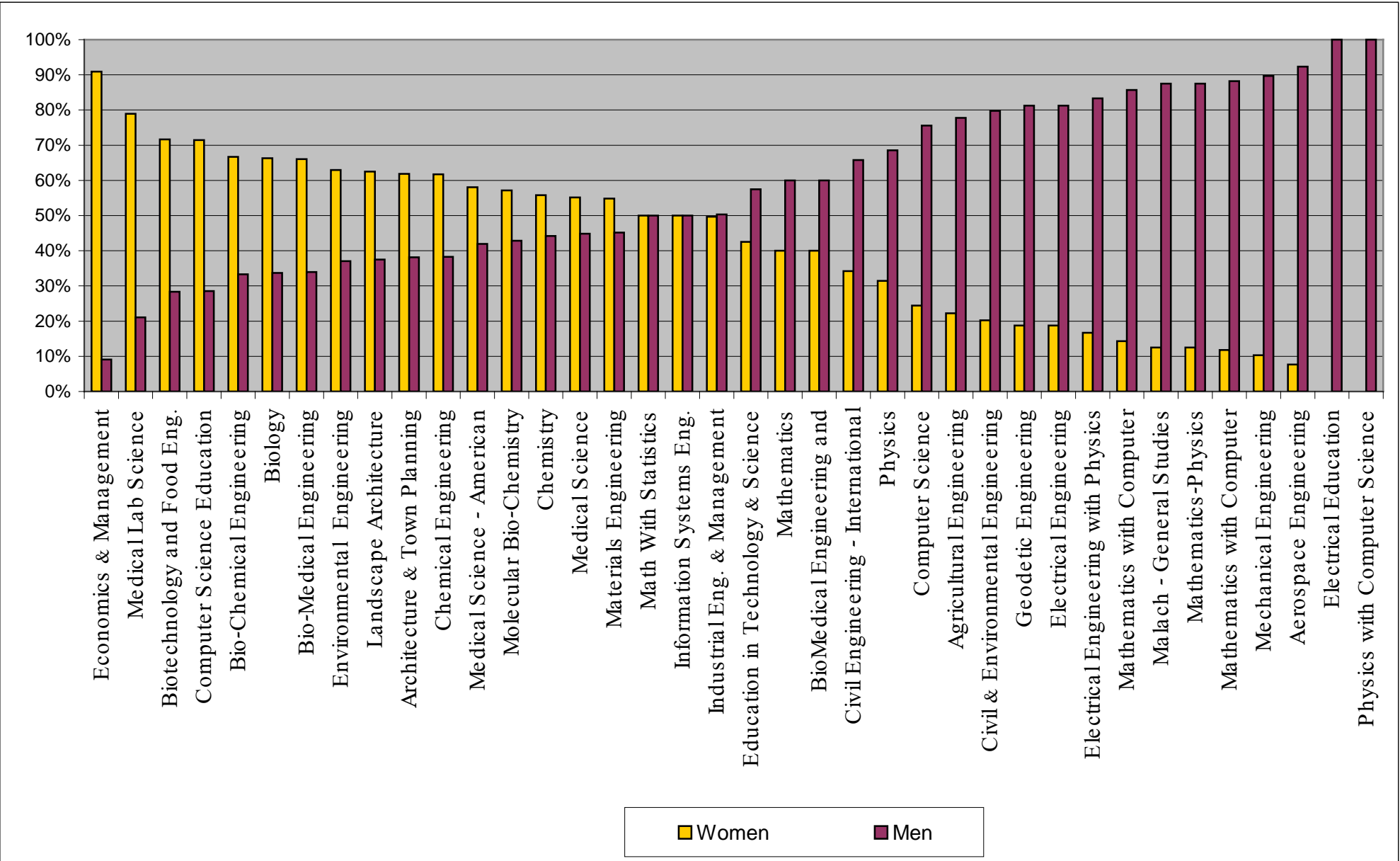


Figure 5: Percentage of Undergraduate Accepted Applicants by Academic Unit - Winter, 2010 [Back to Text](#)→



**Table 7: Undergraduate Students Enrolled by Academic Unit,
Spring, 2011** [Back to Text→](#)

Faculty	Women		Total
	N	%	
Civil & Environmental Eng.	226	24%	961
Mechanical Engineering	63	8%	755
Electrical Engineering	220	17%	1321
Chemical Engineering	219	67%	326
Biotechnology & Food Eng.	186	77%	241
Aerospace Engineering	55	17%	328
Industrial & Management Eng.	435	47%	922
Mathematics	36	27%	133
Physics	32	18%	182
Chemistry	73	60%	121
Biology	190	71%	268
Architecture & Town Planning	309	63%	492
Education in Technology & Sci.	79	51%	156
Computer Science	251	23%	1114
Medicine	331	50%	656
Materials Engineering	116	49%	235
Bio-Medical Engineering	116	69%	169
Malach - General Studies	5	13%	39
Civil & Environmental Eng - International School	15	33%	45
Total	2957	35%	8464

Figure 6: Undergraduate Students Enrolled by Academic Unit, Spring 2011

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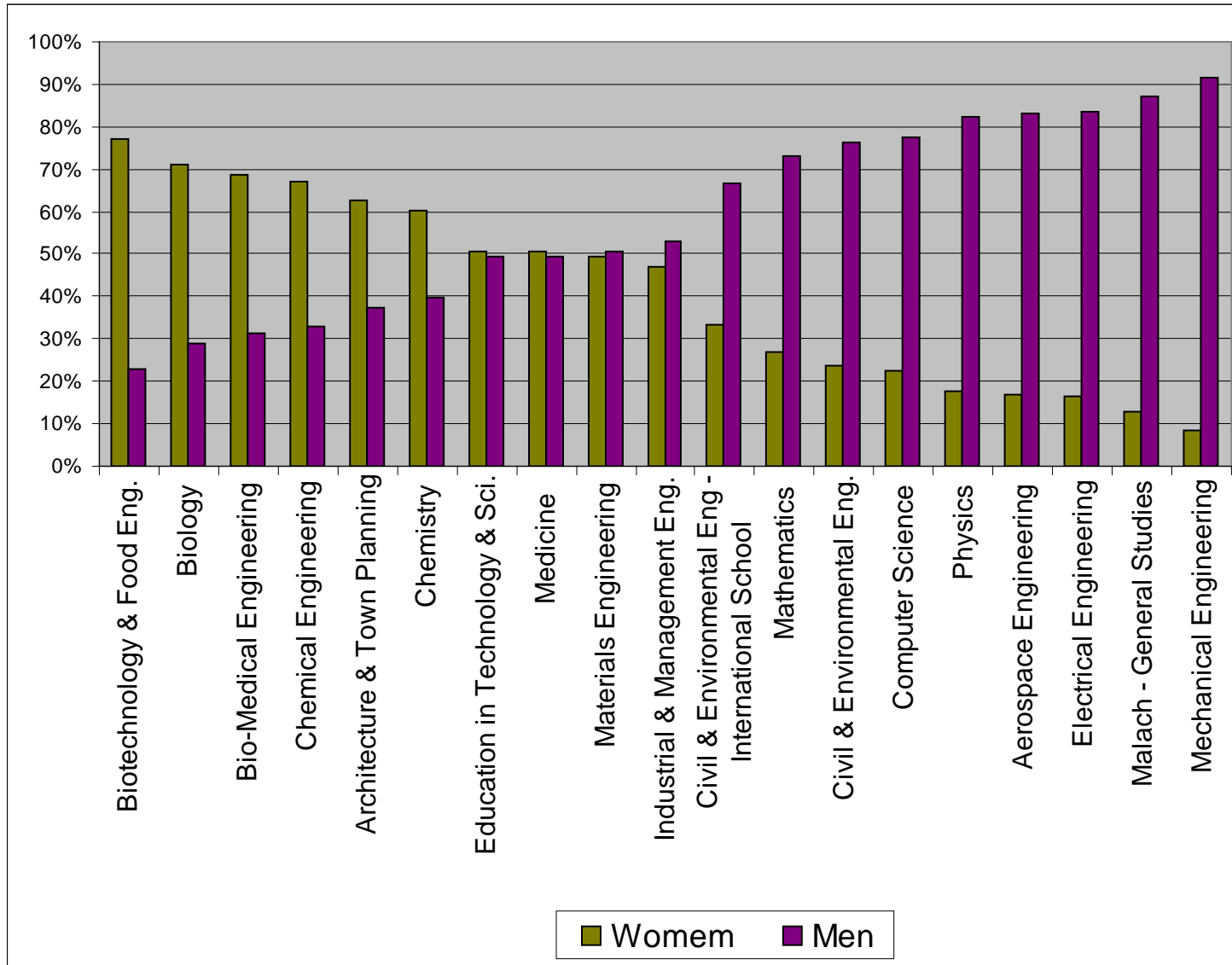


Table 8: A Comparison of women and Men Undergraduate Students Graduating with Honors, Spring 2010 [Back to Text→](#)

	Total	Women		Men	
		N	%	N	%
Total Students Graduating	1871	641	34%	1230	66%
Total Students Graduating with Honors	404	119	29%	285	71%
Students Graduating with Honor	314	95	30%	219	70%
Students Graduating with Distinct Honor	90	24	27%	66	73%

Figure 7: Undergraduate Students Graduating with Honors, Spring 2010 [Back to Text→](#)

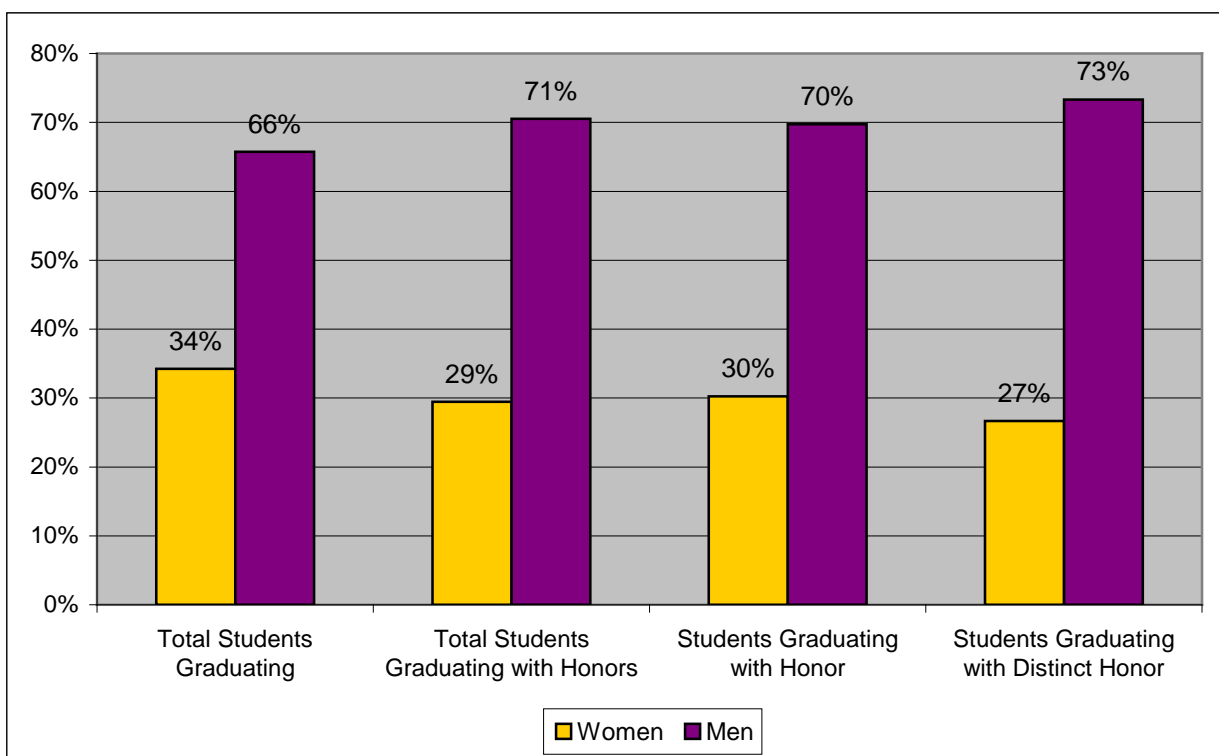


Table 9: Distribution of Applicants and Accepted Students to the Excellence Program (2004-2011) by Gender [Back to Text→](#)

Year	Total Applicants	Applicants				Accepted			
		Women		Men		Women		Men	
		N	%*	N	%	N	%**	N	%
2004	152	43	28%	109	72%	2	11%	16	89%
2005	140	28	20%	112	80%	4	31%	9	69%
2006	198	56	28%	142	72%	4	29%	10	71%
2007	225	73	32%	152	68%	9	50%	9	50%
2008	165	47	28%	118	72%	3	19%	13	81%
2009	202	96	48%	106	52%	3	21%	11	79%
2010	208	64	31%	144	69%	3	23%	10	77%
2011	201	73	36%	128	64%	0	0%	12	100%
Total	1491	480	32%	1011	68%	28	24%	90	76%

* Percentage of female applicants out of total applicants.

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

Figure 8: Distribution of Women and Men accepted to the Excellence Program, 2004-2011 [Back to Text→](#)

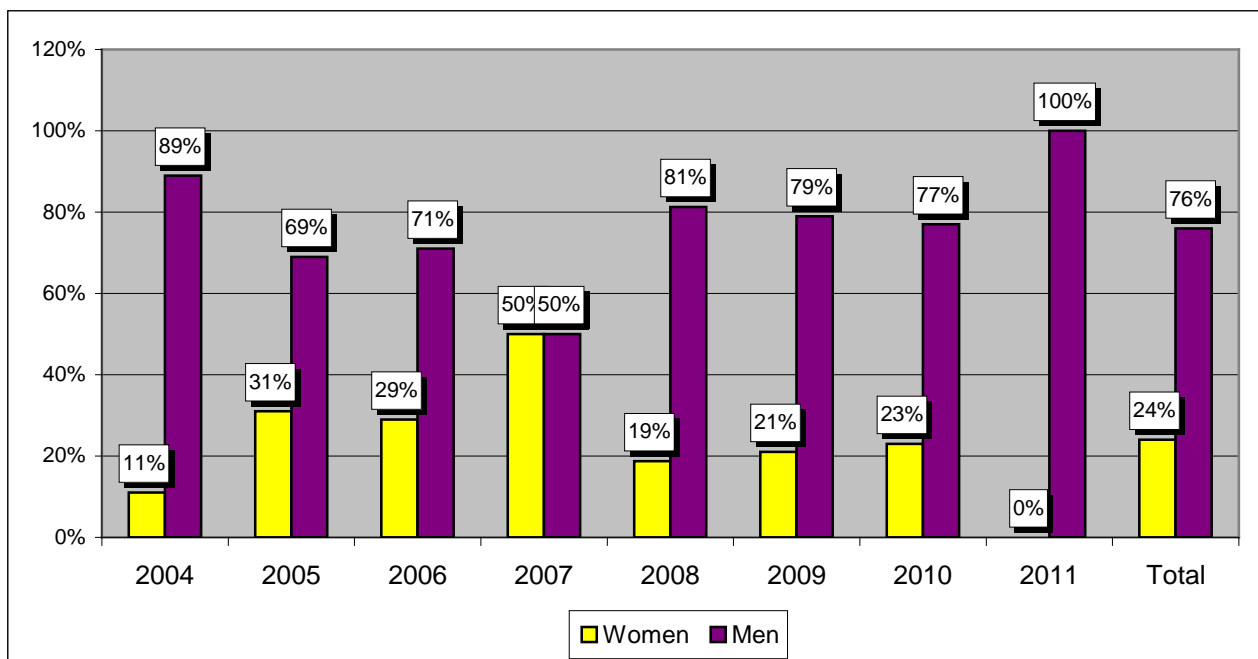


Table 10: Undergraduate Assistance Scholarships in each Faculty, 2011

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Faculty	Women			Men		
	Scholarship		Total Women*	Scholarship		Total Men*
	%***	N**		%***	N**	
Civil & Environmental Engineering	21%	49	235	19%	143	756
Mechanical Engineering	8%	5	65	12%	87	721
Electrical Engineering	14%	34	242	7%	86	1281
Chemical Engineering	17%	43	247	19%	19	98
Biotechnology & Food Eng.	18%	38	212	13%	8	62
Aerospace Engineering	10%	7	69	10%	31	305
Industrial Eng. & Management	13%	63	479	9%	52	556
Mathematics	21%	10	48	11%	13	118
Physics	27%	10	37	8%	16	192
Chemistry	23%	15	66	16%	9	55
Biology	35%	86	244	18%	14	78
Architecture & Town Planning	14%	46	325	18%	33	183
Education in Technology & Science	40%	31	77	16%	13	79
Computer Science	10%	27	280	10%	93	953
Medicine	39%	55	140	26%	40	156
Materials Engineering	17%	20	116	15%	20	136
Bio-Medical Engineering	18%	26	141	20%	13	65
General Studies	0%	0	9	14%	5	37
Total	19%	565	3032	12%	695	5831

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

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

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

Faculty	Women				Men			
	Total Women		Dropouts		Total Men		Dropouts	
	N*	%**	N***	%****	N*	%**	N***	%****
Civil & Environmental Engineering	225	25%	21	9%	685	75%	52	8%
Mechanical Engineering	60	8%	4	7%	688	92%	37	5%
Electrical Engineering	226	16%	7	3%	1205	84%	65	5%
Chemical Engineering	250	71%	11	4%	102	29%	7	7%
Biotechnology & Food Engineering	213	77%	4	2%	63	23%	9	14%
Aerospace Engineering	63	19%	3	5%	274	81%	16	6%
Industrial Eng. & Management	461	46%	17	4%	531	54%	24	5%
Mathematics	46	28%	5	11%	116	72%	6	5%
Physics	40	18%	1	3%	179	82%	14	8%
Chemistry	69	57%	15	22%	52	43%	10	19%
Biology	246	77%	34	14%	74	23%	20	27%
Architecture & Town Planning	320	65%	12	4%	175	35%	8	5%
Education in Technology & Science	76	58%	12	16%	56	42%	14	25%
Computer Science	270	23%	12	4%	898	77%	42	5%
Medicine	317	49%	24	8%	333	51%	20	6%
Materials Engineering	121	47%	7	6%	138	53%	9	7%
Bio- Medical Eng.	140	68%	20	14%	66	32%	9	14%
General Studies	6	19%	3	50%	25	81%	8	32%
Civil & Environmental Eng - International School	3	20%	2	0%	12	80%	2	17%
Total	3152	36%	214	7%	5672	64%	372	7%

* 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.

Appendix C: Tables and Figures - Graduate Student Body

Table 12: Newly Registered Master's Students, Winter 2010
Percent of accepted applicants of each gender who actually registered

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Faculty	Women Registered		Men Registered		Total Students Registered
	N	%	N	%	
Civil & Environmental Eng.	19	30%	45	70%	64
Mechanical Engineering	4	8%	44	92%	48
Electrical Engineering	10	17%	48	83%	58
Chemical Engineering	6	60%	4	40%	10
Biotechnology and Food Eng.	8	67%	4	33%	12
Aerospace Engineering	2	12%	15	88%	17
Industrial & Management Eng.	16	40%	24	60%	40
Mathematics	3	50%	3	50%	6
Physics	3	21%	11	79%	14
Chemistry	7	58%	5	42%	12
Biology	11	61%	7	39%	18
Applied Mathematics	0	0%	3	100%	3
Architecture & Town Planning	26	52%	24	48%	50
Computer Science	4	19%	17	81%	21
Medicine	18	78%	5	22%	23
Materials Engineering	3	43%	4	57%	7
Bio-Medical Engineering	5	63%	3	38%	8
Nano-Science & Nano-Technology	1	14%	6	86%	7
Education in Technology & Sci.	2	50%	2	50%	4
Business Management	15	24%	48	76%	63
Energy	0	0%	2	100%	2
Robotics and Autonomous Systems	1	50%	1	50%	2
Polymer Eng.	3	100%	0	0%	3
Master of Engineering (general)	2	67%	1	33%	3
Design and Manufacturing Eng.	1	14%	6	86%	7
Total	170	34%	332	66%	502

Table 13: Newly Registered Doctoral Students, Winter 2010

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Faculty	Women Registered		Men Registered		Total Students Registered
	N	%	N	%	
Civil & Environmental Eng.	3	43%	4	57%	7
Mechanical Engineering	1	25%	3	75%	4
Electrical Engineering	0	0%	5	100%	5
Chemical Engineering	0	0%	1	100%	1
Biotechnology and Food Eng.	1	50%	1	50%	2
Aerospace Engineering	0	0%	6	100%	6
Industrial & Management Eng.	1	13%	7	88%	8
Mathematics	1	20%	4	80%	5
Physics	1	14%	6	86%	7
Chemistry	5	83%	1	17%	6
Biology	4	44%	5	56%	9
Applied Mathematics	0	0%	1	100%	1
Architecture & Town Planning	1	50%	1	50%	2
Computer Science	2	50%	2	50%	4
Medicine	5	56%	4	44%	9
Materials Engineering	1	0%	0	0%	1
Bio-Medical Engineering	2	67%	1	33%	3
Nano-Science & Nano-Technology	1	33%	2	67%	3
Education in Technology & Sci.	2	33%	4	67%	6
Business Management	0	0%	0	0%	0
Energy	0	0%	0	0%	0
Robotics and Autonomous Systems	0	0%	0	0%	0
Biotechnology*	1	0%	0	0%	1
Polymer Eng.	0	0%	0	0%	0
Master of Engineering (general)	0	0%	0	0%	0
Design and Manufacturing Eng.	0	0%	0	0%	0
Total	32	36%	58	64%	90

Table 14: Percentage of Women Students by Graduate Program and Degree, Spring 2011

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Graduate Program	Total Graduate		Master			Doctorate		
	Total Number	Women %	Total	Women		Total	Women	
				Number	%		Number	%
Civil & Environmental Eng.	366	34%	290	98	34%	76	26	34%
Mechanical Engineering	259	10%	214	21	10%	45	5	11%
Electrical Engineering	390	16%	310	53	17%	80	8	10%
Chemical Engineering	79	57%	49	26	53%	30	19	63%
Food Engineering	78	71%	43	33	77%	35	22	63%
Energy	0	0%	0	1	0%	0	0	0%
Aerospace Engineering	160	19%	130	24	18%	30	7	23%
Industrial & Management Eng.	249	47%	190	85	45%	59	31	53%
Mathematics	50	24%	26	9	35%	24	3	13%
Physics	163	13%	96	12	13%	67	10	15%
Chemistry	106	67%	53	34	64%	53	37	70%
Biology	120	73%	47	37	79%	73	50	68%
Applied Mathematics	37	14%	23	2	9%	14	3	21%
Architecture & Town Planning	253	56%	215	120	56%	38	22	58%
Computer Science	210	18%	139	18	13%	71	20	28%
Medicine	261	73%	123	92	75%	138	99	72%
Materials Engineering	88	51%	58	28	48%	30	17	57%
Bio-Medical Engineering	96	48%	68	34	50%	28	12	43%
Nano-Science & Nano-Technology	62	39%	33	13	39%	29	11	38%
Education in Technology & Sci.	72	71%	31	24	77%	41	27	66%
Business Management	135	21%	135	29	21%	0	0	0%
Quality Assurance	7	71%	7	5	71%	0	0	0%
Biotechnology	22	73%	8	6	75%	14	10	71%
Polymer Eng.	14	79%	12	10	83%	2	1	50%
Master of Engineering (general)	27	41%	27	11	41%	0	0	0%
Design & Manufacturing Eng.	17	6%	17	1	6%	0	0	0%
Robotics and Autonomous Systems	2	50%	2	1	50%	0	0	0%
Total	3323	38%	2346	827	35%	977	440	45%

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

Figure 9: Women Enrolled Graduate Students by Academic Unit, 2011
Master's and Ph.D. degrees combined; Faculties arranged by decreasing percentage of women [Back to Text→](#)

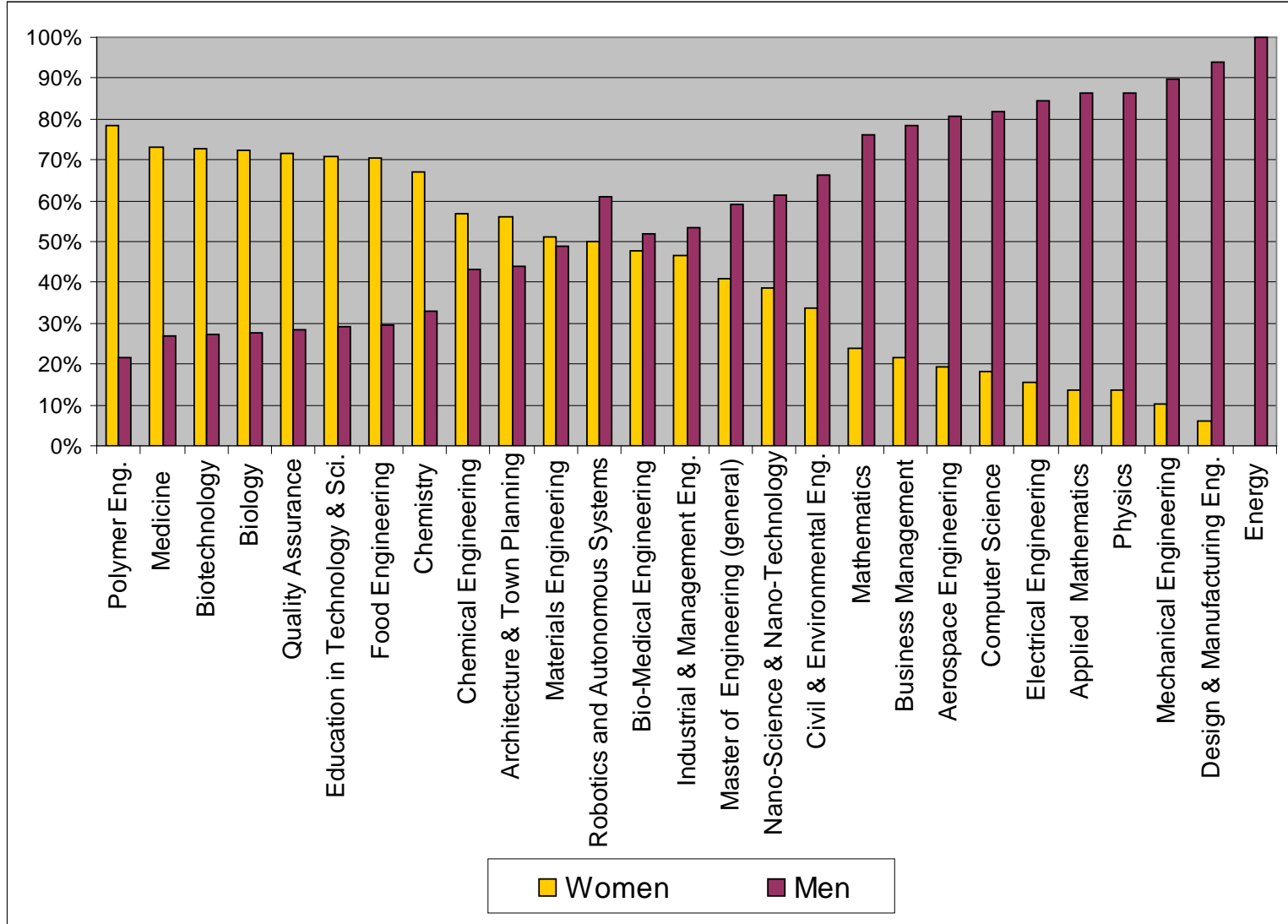


Table 15: Comparison of Women and Men Graduate Students with Honors – 2010

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	Total	Women		Men	
		No.	%	No.	%
Master's Students Graduating With Honor	73	28	38%	45	62%
Master's Students Graduating with Distinct Honor	25	11	44%	14	56%
Total Master's Students With Honors	98	39	40%	59	60%
Total Master's Students Graduating	783	270	34%	513	66%

Figure 10: Comparison of Women and Men Graduate Students with Honors – 2010

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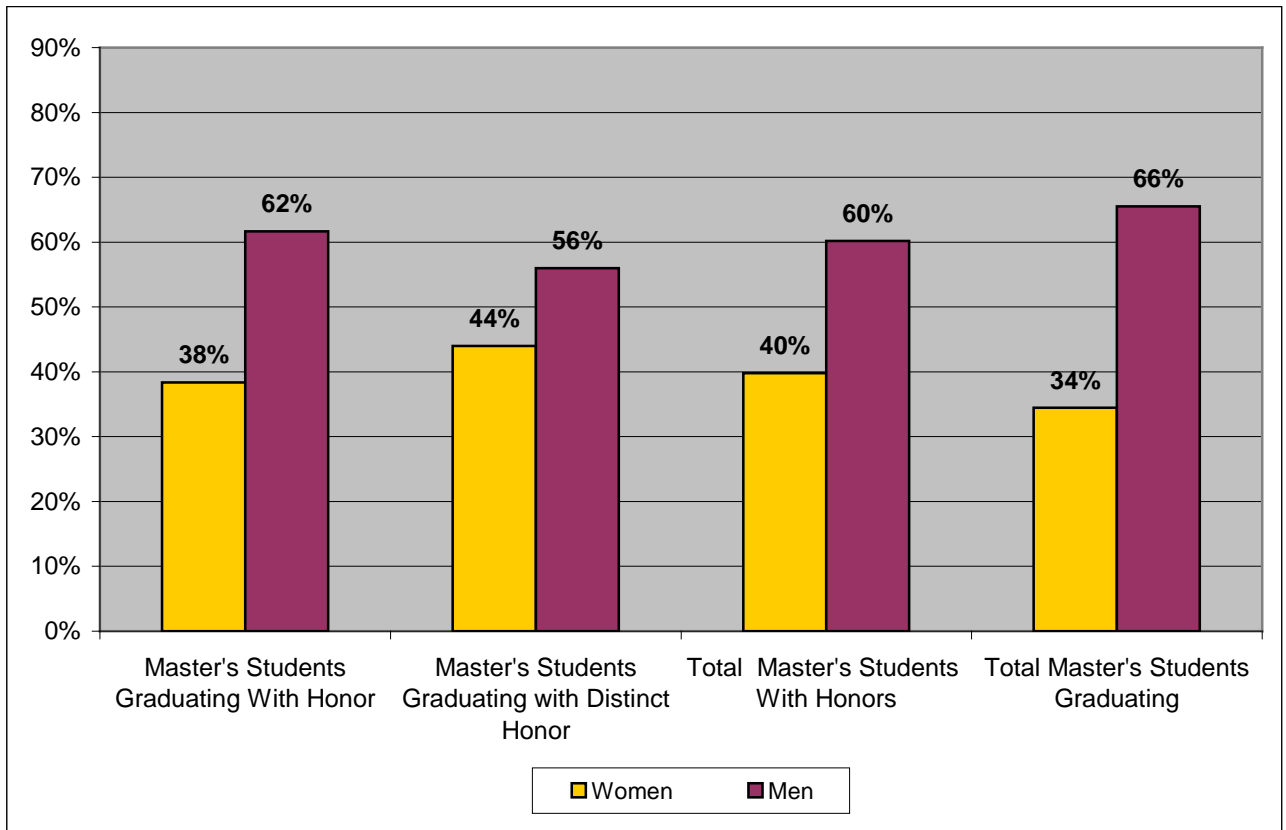


Table 16: Graduate Scholarship Holders (3-4 units), Winter, 2010

*Data from the Graduate Dean office

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Faculty	3 Portion Scholarship				4 Portion Scholarship			
	Men Holders		Women Holders		Men Holders		Women Holders	
	Months	%	Months	%	Months	%	Months	%
Civil & Environmental Engineering	55	58%	40	42%	317	54%	274	46%
Mechanical Engineering	44	100%	0	0%	171	83%	35	17%
Electrical Engineering	36	88%	5	12%	8	100%	0	0%
Chemical Engineering	10	53%	9	47%	82	37%	139	63%
Biotechnology & Food Eng.	5	10%	45	90%	152	43%	205	57%
Aerospace Engineering	20	91%	2	9%	79	100%	0	0%
Industrial Eng. & Management	139	61%	90	39%	127	45%	155	55%
Mathematics	24	47%	27	53%	48	62%	29	38%
Physics	45	98%	1	2%	200	90%	22	10%
Chemistry	49	43%	64	57%	137	24%	423	76%
Biology	12	100%	0	0%	169	28%	428	72%
Applied Mathematics	31	100%	0	0%	18	100%	0	0%
Architecture & Town Planning	13	16%	68	84%	91	49%	96	51%
Computer Science	17	100%	0	0%	9	100%	0	0%
Medical Science	18	35%	33	65%	333	23%	1086	77%
Materials Engineering	11	100%	0	0%	39	33%	78	67%
Bio-Medical Engineering	0	0%	2	100%	63	34%	122	66%
Nano- Technology	8	30%	19	70%	15	50%	15	50%
Education in Technology & Science	12	12%	85	88%	41	47%	46	53%
Biotechnology	3	20%	12	80%	24	27%	65	73%
Robotics and Autonomous Systems	0	0%	0	0%	14	61%	9	39%
Polymer Eng.	0	0%	0	0%	0	0%	18	0%
Total	552	52%	502	48%	2123	40%	3218	60%

**Table 16 (Con.): Graduate Scholarship Holders (5-6 units),
Winter 2010**

Faculty	5 Portion Scholarship				6 Portion Scholarship			
	Men Holders		Women Holders		Men Holders		Women Holders	
	Months	%	Months	%	Months	%	Months	%
Civil & Environmental Engineering	190	58%	136	42%	138	81%	33	19%
Mechanical Engineering	62	67%	31	33%	70	90%	8	10%
Electrical Engineering	730	82%	160	18%	107	82%	23	18%
Chemical Engineering	59	32%	127	68%	31	97%	1	3%
Biotechnology & Food Eng.	10	26%	29	74%	24	37%	41	63%
Aerospace Engineering	151	68%	71	32%	34	69%	15	31%
Industrial Eng. & Management	143	46%	165	54%	104	75%	34	25%
Mathematics	120	82%	26	18%	78	84%	15	16%
Physics	269	80%	67	20%	111	84%	21	16%
Chemistry	31	40%	47	60%	4	8%	48	92%
Biology	109	31%	242	69%	10	16%	51	84%
Applied Mathematics	29	88%	4	12%	11	55%	9	45%
Architecture & Town Planning	44	35%	80	65%	16	32%	34	68%
Computer Science	557	81%	129	19%	253	70%	109	30%
Medical Science	113	28%	288	72%	56	44%	70	56%
Materials Engineering	57	35%	107	65%	12	33%	24	67%
Bio-Medical Engineering	34	37%	58	63%	3	10%	26	90%
Nano- Technology	253	66%	133	34%	22	48%	24	52%
Education in Technology & Science	0	0%	4	100%	3	20%	12	80%
Biotechnology	2	4%	46	96%	7	20%	28	80%
Energy	38	100%	0	0%	0	0%	0	0%
Robotics and Autonomous Systems	3	50%	3	50%	0	0%	0	0%
Polymer Eng.	0	0%	0	0%	12	100%	0	0%
Total	2963	60%	1950	40%	1094	64%	626	36%

**Table 17: Graduate Dropouts Percentage by Gender and Faculty
Compared with Their Total Percentage, 2010** [Back to Text→](#)

Faculty	Women				Men			
	Total Women		Dropouts		Total Men		Dropouts	
	N*	%**	N***	%****	N*	%**	N***	%****
Civil & Environmental Eng.	130	34%	6	5%	262	66%	20	8%
Mechanical Engineering	31	10%	5	16%	262	90%	29	11%
Electrical Engineering	69	13%	8	12%	356	88%	27	8%
Chemical Engineering	47	39%	2	4%	38	61%	4	11%
Food Engineering	58	70%	3	5%	25	30%	2	8%
Aerospace Engineering	37	19%	6	16%	137	81%	8	6%
Industrial & Management Eng.	135	54%	19	14%	153	46%	20	13%
Mathematics	14	26%	2	14%	43	74%	5	12%
Physics	22	14%	0	0%	150	86%	9	6%
Chemistry	76	68%	5	7%	39	32%	4	10%
Biology	87	67%	0	0%	36	33%	3	8%
Applied Mathematics	8	23%	3	38%	34	77%	2	6%
Architecture & Town Planning	164	62%	22	13%	127	38%	16	13%
Computer Science	40	22%	2	5%	178	78%	6	3%
Medicine	193	73%	2	1%	71	27%	1	1%
Materials Engineering	49	50%	4	8%	45	50%	2	4%
Bio-Medical Engineering	52	41%	6	12%	55	59%	5	9%
Nano-Science & Nano-Technology	25	38%	1	4%	38	63%	0	0%
Education in Technology & Sci.	51	71%	0	0%	25	29%	4	16%
Business Management	34	19%	5	15%	119	81%	13	11%
Master of Engineering (general)	11	59%	0	0%	18	41%	2	11%
Design & Manufacturing Eng.	1	10%	0	0%	17	90%	1	6%
Robotics and Autonomous Systems	1	0%	0	0%	2	100%	1	50%

* Number of women/men graduate students in each faculty.

** Percentage of women or men active students out of total enrolled active students.

*** Number of women/men dropouts

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

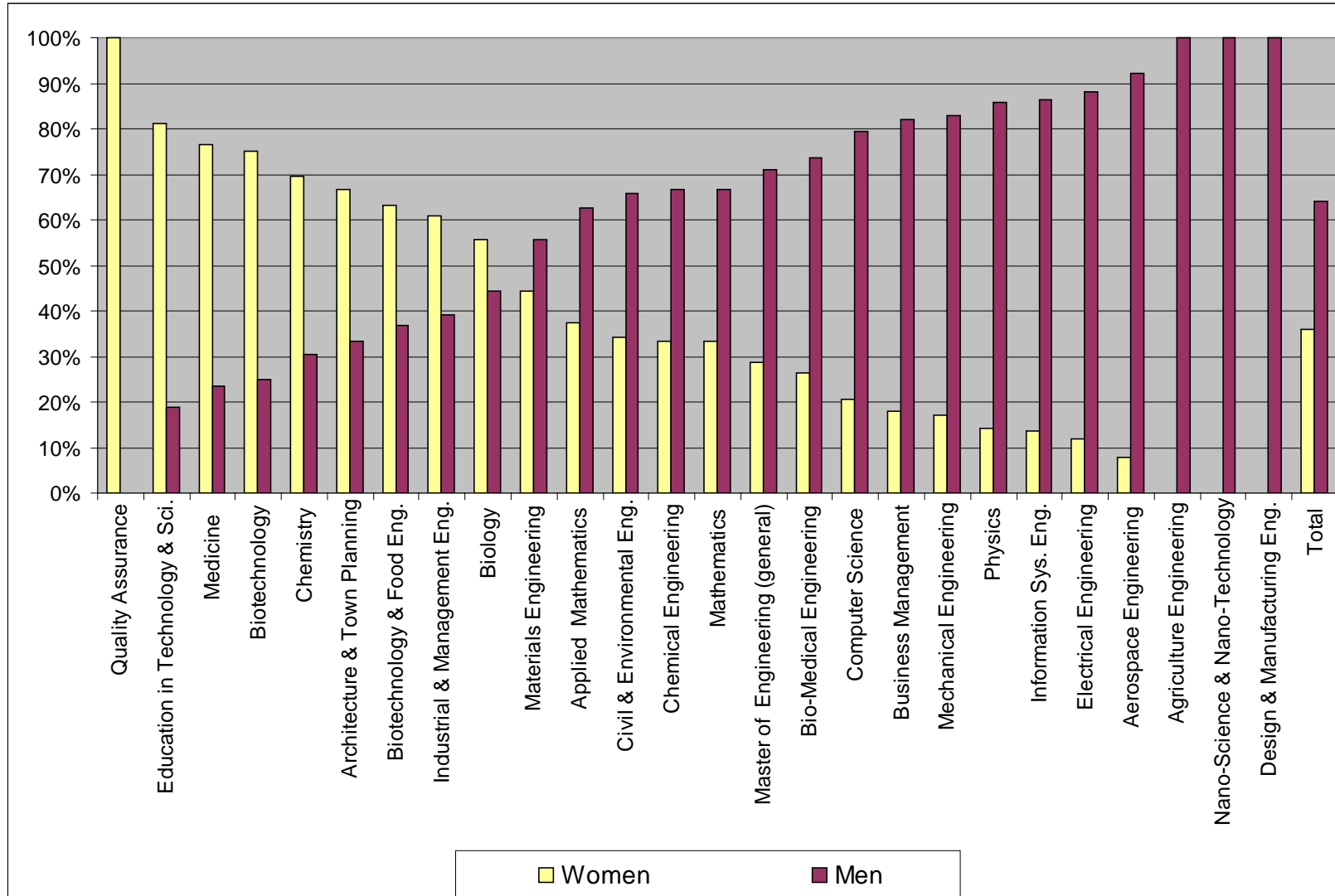
**Table 18: Percentage of Women Graduate Students Graduating
2010**

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Graduate Program	Total		Master's			Doctorate		
	Total	Women	Total	Women		Total	Women	
	Number	%		N	%		N	%
Quality Assurance	10	100%	7	7	0%	3	3	100%
Architecture & Town Planning	57	67%	53	36	68%	4	2	50%
Biology	27	56%	15	9	60%	12	6	50%
Education in Technology & Sci.	16	81%	7	5	71%	9	8	89%
Civil & Environmental Eng.	82	34%	72	24	33%	10	4	40%
Bio-Medical Engineering	38	26%	36	8	22%	2	2	100%
Agriculture Engineering	4	0%	4	0	0%	4	0	0%
Chemical Engineering	18	33%	13	5	38%	5	1	20%
Aerospace Engineering	26	8%	23	1	4%	3	1	33%
Biotechnology & Food Eng.	30	63%	21	16	76%	9	3	33%
Materials Engineering	18	44%	12	6	50%	6	2	33%
Electrical Engineering	67	12%	53	5	9%	14	3	21%
Mechanical Engineering	41	17%	31	5	16%	10	2	20%
Information Sys. Eng.	117	14%	117	16	14%	4	0	0%
Industrial & Management Eng.	64	61%	54	33	61%	10	6	60%
Business Management	123	18%	123	22	18%	0	0	0%
Biotechnology	8	75%	5	3	60%	10	3	30%
Chemistry	36	69%	21	17	81%	15	8	53%
Computer Science	39	21%	26	7	27%	13	1	8%
Mathematics	12	33%	7	3	43%	5	1	20%
Applied Mathematics	8	38%	5	1	20%	3	2	67%
Nano-Science & Nano-Technology	5	0%	4	0	0%	1	0	0%
Physics	35	14%	24	4	17%	11	1	9%
Medicine	68	76%	39	35	90%	29	17	59%
Design & Manufacturing Eng.	4	0%	4	0	0%	0	0	0%
Master of Engineering (general)	7	29%	7	2	29%	0	0	0%
Total	960	36%	783	270	34%	192	76	40%

Figure 11: Percentage of Master-Doctorate Women Students Graduating, 2010
Faculties arranged by decreasing percentage of women

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Appendix D: Tables and Figures – Women Faculty Members

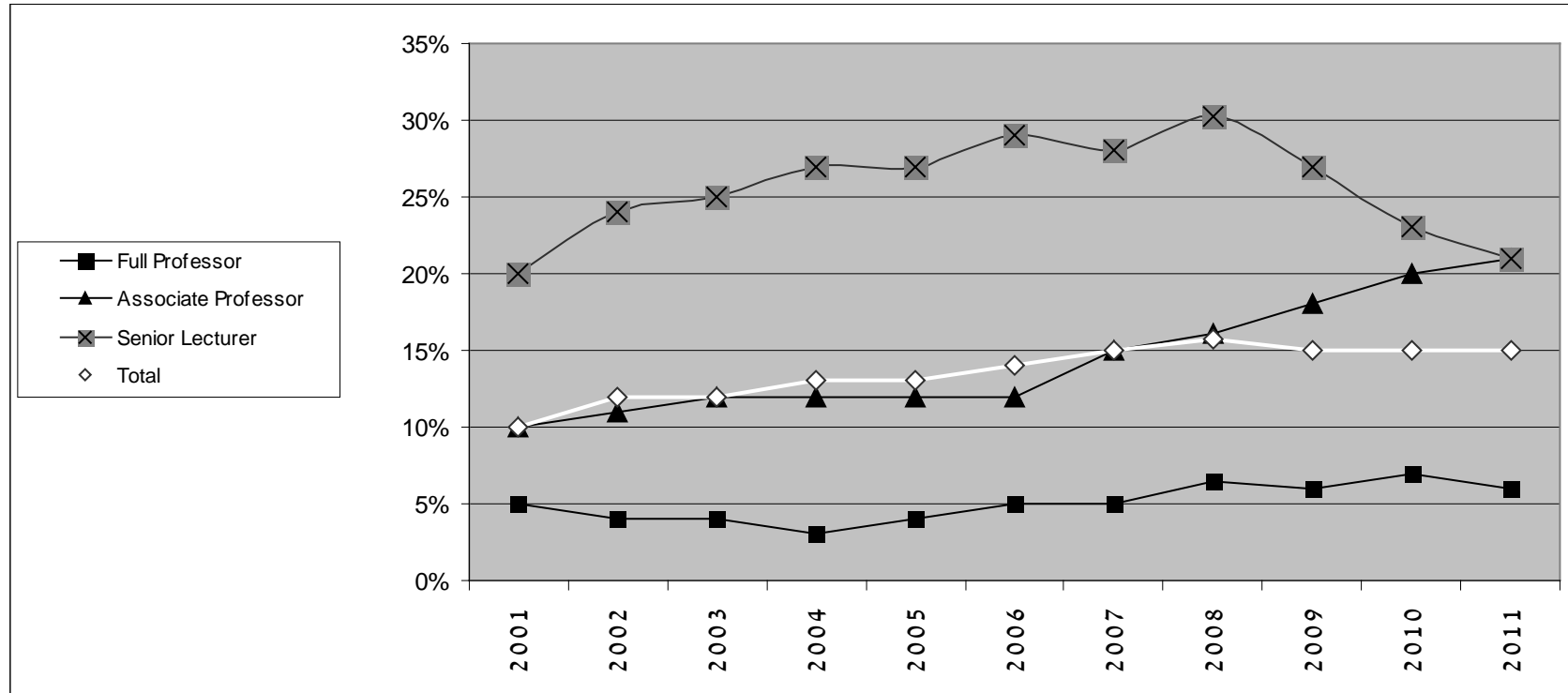
Table 20: Women Faculty Members by Rank – Time Series 2001 -2011 [Back to Text→](#)

	2001		2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	N	%	N	%	N	%	N	%	N	%	%	N	N	%	N	%	N	%	N	%	N	%
Total																						
Women	63	10%	71	12%	71	12%	72	13%	74	13%	77	14%	78	15%	84	16%	80	15%	78	15%	77	15%
Total	601	100%	604	100%	584	100%	568	100%	560	100%	553	100%	533	100%	534	100%	519	100%	518	100%	521	100%
Full Professor*																						
Women	11	5%	9	4%	8	4%	7	3%	9	4%	11	5%	11	5%	14	6%	14	6%	15	7%	15	6%
Total	244	100%	232	100%	228	100%	222	100%	218	100%	216	100%	213	100%	218	100%	216	100%	222	100%	231	100%
Associate Professor																						
Women	19	10%	22	11%	23	12%	25	12%	23	12%	22	12%	28	15%	31	16%	35	18%	37	20%	38	21%
Total	190	100%	201	100%	200	100%	201	100%	191	100%	186	100%	182	100%	193	100%	191	100%	185	100%	180	100%
Senior Lecturer																						
Women	30	20%	37	24%	37	25%	38	27%	40	27%	42	29%	38	28%	36	30%	29	27%	24	23%	22	21%
Total	147	100%	153	100%	146	100%	140	100%	146	100%	146	100%	134	100%	119	100%	106	100%	103	100%	103	100%
Lecturer																						
Women	3	15%	3	17%	3	30%	2	40%	2	40%	2	40%	1	25%	3	75%	2	33%	3	38%	2	29%
Total	20	100%	18	100%	10	100%	5	100%	5	100%	5	100%	4	100%	4	100%	6	100%	8	100%	7	100%

*Please note that there is one additional women full professor from the Faculty of Medicine, who also serves at the Rambam hospital

**Figure 12: Percent of Women Faculty by Rank – Time Series
2001-2011**

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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.

**Please note that there is one additional women full professor from the Faculty of Medicine, who also serves at the Rambam hospital.

Table 22: Percentage of Women Faculty Members within Each Rank by Academic Unit 2011

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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.	53	4	8%	18	1	6%	24	1	4%	11	2	18%			
Architecture & Town Planning	23	13	57%	2	1	50%	10	8	80%	11	4	36%			
Mechanical Engineering	36	2	6%	16		0%	12	2	17%	8		0%			
Materials Engineering	15	1	7%	8		0%	5	1	20%	2		0%			
Electrical Engineering	47	5	11%	24	2	8%	17	2	12%	6	1	17%			
Chemistry	24	1	4%	13	1	8%	5		0%	6		0%			
Chemical Engineering	18	4	22%	9	1	11%	7	3	43%	2		0%			
Biotechnology & Food Eng.	13	6	46%	3		0%	5	3	60%	5	3	60%			
Physics	35	3	9%	18		0%	11	2	18%	6	1	17%			
Mathematics	43	2	5%	26	1	4%	13	1	8%	4		0%			
Computer Science	50	3	6%	29	2	7%	16	1	6%	4		0%	1		0%
Aerospace Engineering	23	1	4%	13		0%	7		0%	3	1	33%		2	
Industrial Eng. & Management	45	8	18%	20	3	15%	15	2	13%	5	1	20%	5		0%
Humanities and Arts	1	1	100%	1	1	100%									
Education Technology & Science	9	6	67%	1	1	100%	5	4	80%	2	1	50%	1		0%
Medical Science	44	8	18%	15		0%	15	4	27%	14	4	29%			
Biomedical Engineering	13	2	15%	3		0%	7	1	14%	3	1	33%			
Biology	29	7	24%	12	1	8%	6	3	50%	11	3	27%		2	
Total	521	77	15%	231	15	6%	180	38	21%	103	22	21%	7	4	57%

Figure 13: Percentage of Women Faculty Members by Academic Unit 2011 [Back to Text→](#)

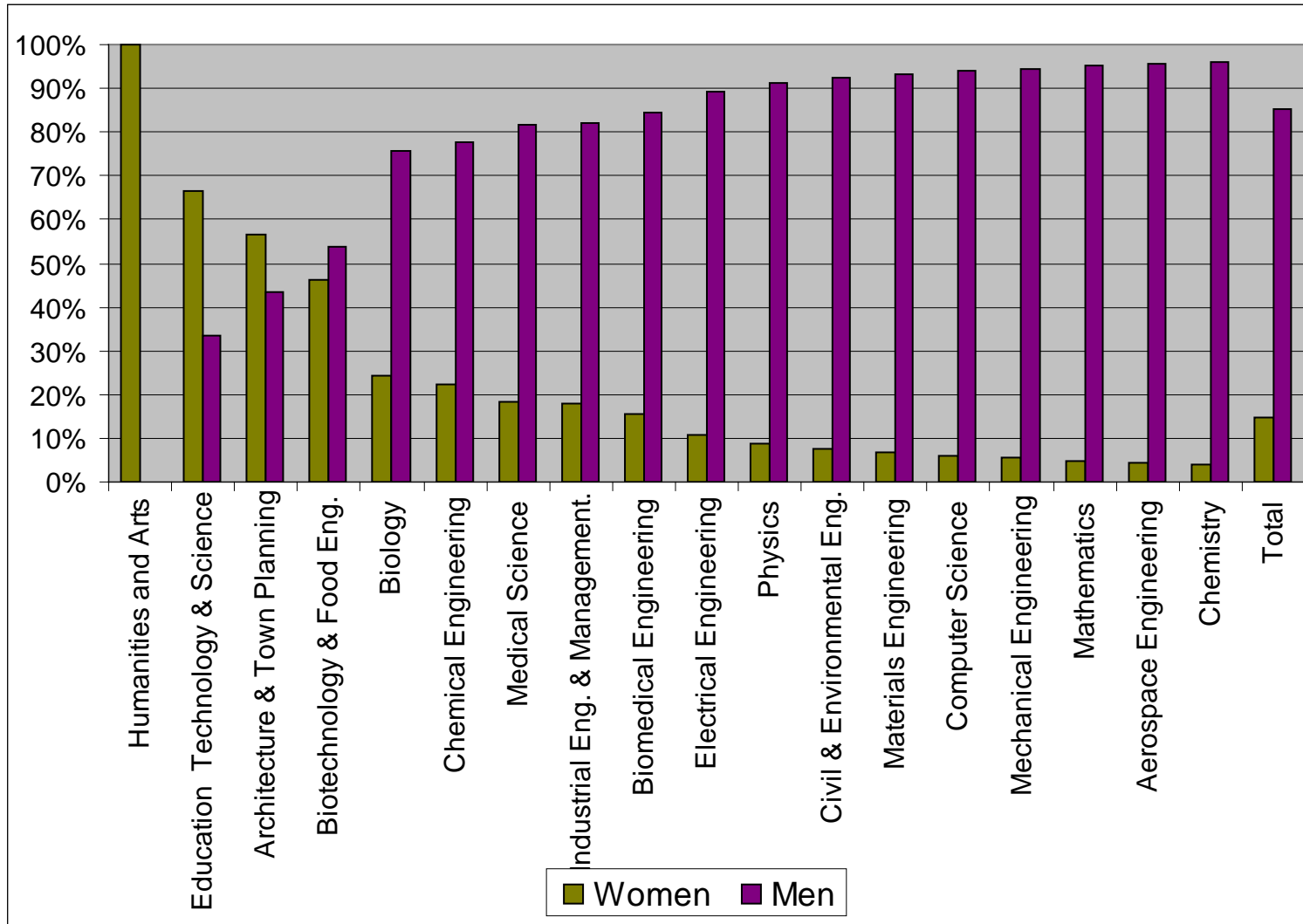


Table 23: Expected Retirements in the Next 3 Years

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	Women	% Women	Men	% Men
2011-2012	1	07%	14	93%
2012-2013	2	11%	16	89%
2013-2014	5	26%	14	74%
Total	8	15%	44	85%

Table 24: Senior Top Management Members 2011

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Senate Senior	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
President and vice presidents	1	17%	5	83%	6
Technion Deans	2	50%	2	50%	4
Academic Unit Deans	2	11%	16	89%	18
Members Appointed Senate	2	5%	35	95%	37
Appointed Senate Members by Academic Unit	2	6%	31	94%	33
Total	10	10%	88	90%	98

Table 25: Elected Senate Committees 2011

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Name of Committee	Committee Members				Total
	Women		Men		
	No.	%	No.	%	
Steering Committee	3	19%	13	81%	16
Standing Comm. For Undergrad. & Graduate Studies	6	23%	20	77%	26
Sub-committee for approving courses	1	20%	4	80%	5
Appointments Comm. for Tenure and Senior Faculty	1	10%	9	90%	10
Committee For Honorary Degrees and Awards	1	8%	12	92%	13
Appointments Comm. for non-tenure track faculty	1	14%	6	86%	7
Academic Development Committee	3	25%	9	75%	12
Research Committee	1	17%	5	83%	6
Professor Representatives on the Board of Governors and the Steering Committee Group B	0	0%	4	100%	4
Professor Representatives on the Board of Governors	0	0%	3	100%	3
Judges In Prof. Rank	2	13%	13	87%	15
Judges In Associate Professor Rank	1	17%	5	83%	6
Judges In Senior Lecturer Rank	3	50%	3	50%	6
Search Committee For Technion-wide Deans	0	0%	4	100%	4
Search Committee For Presidential Appointments	0	0%	2	100%	2
Inter Senate committee of universities for defending the academic independence of the Universities	0	0%	1	100%	1
Total	23	17%	113	83%	136

Table 26: Appointed Senate Committees under the responsibility of the Senior Executive Vice President 2011

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Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Appointments Comm. For Honorary Degrees	1	14%	6	86%	7
Harvey Prize Comm.	1	13%	7	88%	8
Computer Development and Steering Comm.	1	14%	6	86%	7
Library Committee	1	20%	4	80%	5
Academic Council for Div. of Continuing Ed. & External Studies	2	22%	7	78%	9
Total	6	17%	30	83%	36

Table 27: Appointed Committees under the responsibility of the Vice President for Academic Affairs 2011

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Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Senate Faculty Appointments Committee	2	15%	11	85%	13
Faculty Prize Committee	1	13%	7	88%	8
Research Professor Appointments Comm.	1	11%	8	89%	9
Post-Doctoral Awards Committee	1	13%	7	88%	8
Total	5	13%	33	87%	38

Table 28: Appointed Committees under the responsibility of the Vice President for Research 2011

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Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Senate Reps. to the Advisory Council of the Neaman Institute	2	15%	11	85%	13
Helsinki Committee On Ethics in Human Clinical Experiments	1	20%	4	80%	5
Research Prize Committee	2	22%	7	78%	9
Total	5	19%	22	81%	27

Table 29: Other Committees under the responsibility of the Vice President for Academic Affairs 2011

Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Appointments Comm. to the Research Authority	1	20%	4	80%	5
Sabbatical Committee	1	20%	4	80%	5
Professional Committees Chair	1	13%	7	88%	8
Special Committee for nominating Research Professors	0	0%	8	100%	8
Election Committee	0	0%	3	100%	3
Total	3	10%	26	90%	29

Table 30: Total of Senate Committees 2011

Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Elected Senate Committees (Table 25)	23	17%	113	83%	136
Appointed Senate Committees (Table 26)	6	17%	30	83%	36
Appointed Committees under the responsibility of the Vice President for Academic Affairs (Table 27)	5	13%	33	87%	38
Appointed Committees under the responsibility of the Vice President for Research (Table 28)	5	19%	22	81%	27
Other Committees under the responsibility of the Vice President for Academic Affairs (Table 29)	3	10%	26	90%	29
Other Committees and Academic Bodies under the responsibility of the President (Table 34)	2	29%	5	71%	7
Total	42	16%	224	84%	266

Table 31: Non-Tenure Track Positions

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	2008-2009			2009-2010			2010-2011		
	Women		Total	Women		Total	Women		Total
	No.	%		No.	%		No.	%	
Research Track	2	100%	2	2	67%	3	2	50%	4
Regular Clinical Track	11	14%	76	22	22%	98	12	14%	88
Clinical Track	45	21%	216	47	18%	264	80	26%	305
Teaching Track	9	56%	16	9	60%	15	8	53%	15
Adjuncts	607	34%	1770	659	36%	1835	667	35%	1897
Total	674	34%	2008	739	33%	2215	769	33%	2309

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

Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Other academic bodies	2	67%	1	33%	3
Search Committee for Dean of the Div. of Continuing Ed. & External Studies	0	0%	4	100%	4
Total	2	29%	5	71%	7