



**Women and Men at the Technion**  
***Students and Faculty***  
**2013**

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

**By**  
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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 2012  
and responses from the interim report.**

**The Board:**

9.1 Takes note of the report on Women and Men at the Technion (2012) and congratulates Professor Hagit Attiya for winning the National Bruno Prize in recognition of her exceptional achievements

9.2 Recognizes an improvement in the status of women in the Technion at all levels – undergraduate students, graduate students, post-doctoral fellows, academic faculty – and their representation in decision-making positions

9.3 Recognizes that in addition to several recent initiatives in recruiting women, a broader change may be required and therefore recommends, for example, considering being more flexible and creative in setting criteria for recruiting outstanding faculty, for both women and men.

***Interim Report:*** *This was a very good year in recruiting new women faculty members to the Technion. Eleven new women faculty were recruited to a variety of faculties, of whom two are in the clinical track and nine are in the regular tenure track .*

*A national initiative has begun this year to proactively recruit new faculty members to Israeli universities. All University Presidents' advisors on the status of women are currently promoting this initiative. This initiative is anchored in the recommendations of a national committee of the National Council of Education, for the promotion of women in academia, chaired by Professor Rivka Carmi, President of Ben-Gurion University. I represent the Technion in this initiative.*

9.4 Recommends establishing a database of Israeli women in science and technology studying for a PhD, doing post-doctoral studies or holding academic positions, and utilizing it to provide information to Deans and committees in order to identify potential candidates and to approach them in person.

***Interim Report:*** *As mentioned in item 9.3, I am taking part in the national initiative,*

*representing the Technion, and we also will benefit from the database established as part of the initiative.*

9.5 Recommends increasing the number and monetary value of post-doctoral fellowships offered to outstanding female doctoral students.

***Interim Report:*** *Last year there were two Technion post-doc fellowships. I assume that increasing the monetary value of post-doctoral fellowships requires more funding. I hope this is going to be discussed at the board meeting.*

9.6 Recommends that the Technion allocates resources for pro-active initiatives in addition to those mentioned above for enhancing the presence of women on campus and their impact as role models for future faculty and students .

*The presence of women at the Technion has remained stable in the last 3 years. For more detail see the following report.*

## **2. Executive Summary of the 2012-13 Report on Women and Men at the Technion:**

### **2.1. Women Students**

The overall percentage of women students at the Technion is the lowest in Israel (35%). Yet, the majority of women students of Engineering in Israel, at all three levels (undergraduate, master and doctoral degrees), study at the Technion. The most recent comparative statistics available by the national bureau of statistics is for 2010-11. The percentage of all women who graduated the Technion in 2010-2011 was 35%, lower than the 51% all women who graduated Tel-Aviv University in similar departments, and lower than the 39% who graduated Ben-Gurion University in similar departments, including life sciences. This comparison does not include the Weizmann Institute because it has only graduate studies and no engineering departments.

- ***Undergraduate students:*** There was a slight decrease of new women applicants this year (39% compared to 40% last year) and in new women admitted (37% compared to 39% last year).
- Overall, the total percentage of women undergraduate students increased in the last 10 years from 33% in 2003 to 35% in the last two years. Yet, their proportion varies by faculty, with the smallest percentage in Mechanical Engineering (9% in 2012-13),

Aerospace Engineering (16%), Electrical Engineering (18%), Mathematics (22%), Computer Science (22%), Civil & Environmental Eng. (22%), and Physics (24% vs. 21% last year).

- Women comprise 34% of the students on the Honor list in the semester spring 2012, almost the same as their proportion in the entire body of undergraduate students (35%), and 28% of those graduating with distinguished honors. This year, only one woman undergraduate student was admitted to the Technion Excellence program (compared to 8 last year).
- A higher percentage of women than men undergraduate students (13% vs. 11%) received assistance scholarships based on socio-economic needs. The drop-out rate was the same for females (5%) and males (5%).

***In summary, the percentage of women students in the last 10 years increased to 35%, with women making 37% of undergraduate students admitted this year, with an increase in the faculty of Mechanical Engineering (13% admitted) and Electrical Engineering (21% admitted), following special programs initiated by these faculties. However, only one woman undergraduate student was admitted to the Technion Excellence program, compared to eight last year.***

***Graduate students:*** Overall, women comprise 32% of all master's students and 44% of all doctoral students. The percentage of newly admitted women master's students was lower (31%) than the previous year (38%), the percent of new women doctoral students was slightly lower (44%) compared to the previous year (45%). The lowest percentage of women graduate students is in: Quality Assurance (0%), Information systems (9%), Robotics and Autonomous Systems (11%), Design and Manufacturing Eng. (13%), Mechanical Eng. (13%), Applied Mathematics (13%), Electrical Engineering (13%), Physics (15%). The highest percentage of women students is in: Polymer Eng. (76%), Biotechnology (inter-disciplinary committee) (74%), Medicine (73%), Biotechnology and Food Eng. (71%), Education in Technology and Science (69%), Biology (63%), Chemical Engineering (61%) (See [Table 14](#) and [Figure 9](#), Appendix C).

- Women comprise 29% (versus 37% last year) of all students on the Honors List. Their percentage among the Distinguished Honor list decreased to 27% (compared to 50% last year).
- This year the percentage of women among those who received 5 and 6 fellowship units increased to 45% (vs. 44% in 2012) and 40% (vs. 34% in 2012) respectively.

- The percentage of women who dropped out of graduate studies is 7%, higher than the 5% of men who dropped out.
- In 2012, women comprised 33% of all graduating master students and 50% (vs. 44% in 2011) of all graduating doctoral students (see [Table 18](#) and [Figure 11](#), Appendix C).

**2.2. Post-Doctoral Students at the Technion:** This year, there are 101 women post-doctoral fellows at the Technion, compared to 92 last year. Women comprise 42% of all post-doctoral students at the Technion, compared to 43% last year.

**Post-doctoral fellowships for studying abroad.** Similar to 2011-12, This year the Technion offered two post-doctoral fellowships for female Technion doctoral students for studying abroad. One of the two Rothschild Fellow winners from the Technion was a woman. One woman got the Coleman-Cohen Fellowship and 2 women received the MIT Fellowship.

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

Overall, there is an **increase** in the total number of women faculty from 82 last year to 87 women this year. Women comprise 16% of all tenure track faculty, 1% increase compared to last year.

- 9 new women faculty members started this year, compared to 25 men. Two new women faculty were awarded the Alon Fellowship (out of 4 Alon Fellowships received by Technion new faculty). One new woman faculty received the Shalom Career Advancement Chair.
- Currently, 40% of all women faculty occupy the Assistant Professor and lecturer positions compared with 21% of all men in the same positions. 21% of all women faculty are Full Professors (n=18 + 1 clinical full professor), and 39% are Associate Professors (vs. 41% in 2012). Women Full Professors increased from 14 in 2009 to 15 in 2010, 16 in 2011, 17 in 2012 and 19 in 2013.
- The distribution of women varies significantly across academic units. In two academic units there is only one woman faculty member [Materials Engineering (6%), Aerospace Engineering (4%), not including Humanities & Art, where only the department head is a regular faculty member]. This year two additional women were recruited to the Faculty of Chemistry. In two academic units there are only 2 women faculty [Mathematics (5%), Biomedical Engineering (17%)], and in four



academic units there are only 3 women faculty [Mechanical Engineering (7%), Physics (9%), Chemistry (12%), Chemical Engineering (17%)]. In another eight academic units their percentage is above their representation at the Technion at large, which is 16%, with the highest percentage in the Department of Education in Technology & Science (70%), Architecture & Town Planning (57%), Biotechnology & Food Eng. (43%), Biology (35%).

*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.*

**2.4 Representation of women faculty in decision making positions.** This year, similar to last year, there is a slight decrease in the representation of women faculty in managerial positions at the Technion. In particular, there are no women faculty on the top level management and no women faculty as Technion representatives on the Board of Governors.

### **3. 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 6 members: Professor Rachelle Alterman, Faculty of Architecture and Town Planning; Professor Hagit Attiya, Faculty of Computer Science; Professor (emer.) Miriam Erez - Faculty of Industrial Engineering & Management – Committee Chair; Professor Orit Hazzan, Chair, Department of Education in Technology and Science; Professor Shulamit Levenberg (on sabbatical this year), Faculty of Biomedical Engineering; Professor Miriam Zacksenhous, Faculty of Mechanical Engineering. Mrs. Ruth Alon, who until recently headed the Task Force on women, Technion Board of Governors, is the recipient of a Technion Honorary Fellowship, 2013, in recognition to her continuous support and contribution to the Technion.

#### **Specific actions taken by the committee for the promotion of women in science and technology:**

- We expect 12-14 new women faculty to participate in the round table meeting.
- 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 2012-2013 two Technion women faculty received important awards.
  - Professor Tamar Ziegler, Faculty of Mathematics, has been nominated by the European Mathematical Society as the 2013 EMS Lecturer.
  - Professor Yonina Eldar won the 2013 Hershel Rich Innovation Award (for super-resolution in optical devices). She received the Technion Award for Excellence in Teaching. In addition, Professor Eldar was Awarded the IEEE Fellow "For contributions to Compressed Sampling, Generalized Sampling, and Convex Optimization." Professor Eldar was selected to the Young Israel Academy of Science and to the Israel Committee for Higher Education (MALAG).
- Two new women faculty received the prestigious Alon Fellowship (out of 4 fellowships): Keren Censor-Hillel, Faculty of Computer Sciences, and Meital Landau, Faculty of Biology. Keren Censor-Hillel received the Shalom Career Advancement Chair.
- Workshop for new women faculty. On May 26, 2013, we are going to hold a social get together with the Technion's new women faculty. The aim of this meeting is two-fold. To socialize and build a network and to provide women with some advice on realistic expectations, on setting priorities and highlighting important milestones in their career progress
- This year, the Technion and all other universities in Israel were asked to implement the recommendations for the promotion of the status of women in academia, proposed by a national committee, chaired by Prof. Rivka Carmi, President of Ben Gurion University. Professor Erez was responsible for monitoring the implementation of the recommendations and she is pleased to report that most of the recommendations have been implemented in the Technion. One issue still needs to be considered - alternatives to a full time post-doctoral period abroad. The Technion is yet to consider alternatives, such as postponing the it until after the beginning of the first appointment as a faculty member, or recognizing other short-term visits to leading research centers in universities abroad.
- Professor Erez is also a member of the national forum of advisors to the university presidents on gender issues, where the exchange of information and benchmarks on best practices serve for improving the conditions that facilitate the attraction of women to academic positions, their presence and their promotion.

- 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 the Chair of the National Council for the Promotion of Women in Science and Technology.
- This year Prof. Orit Hazzan and Prof. (emer.) Miriam Erez continue to be involved in a special program to motivate middle school female students to study science and technology. Forty female students from one middle school participated in this program for two years now, and two more schools have joined the program. The students take courses offered by the Technion Youth Science and Technology Unit, and they learn about the application of scientific and technological knowledge through visits to industry.
- The Technion ombudsperson for issues related to sexual harassment is Prof. (emer.) Naomi Carmon.
- In an attempt to address the shortage in high school science and technology teachers, the Department of Education in Technology and Science, chaired by Prof. Orit Hazzan, continues the special program for Technion graduates to study towards an additional bachelor's degree in education in technology and science, including a teaching certificate for high school science and technology courses. The Technion graduates who participate in this program receive full study scholarships. In this case, a gender balance is promoted since the majority of the Technion alumni who joined the program are males.

## **1. RECOMMENDATIONS**

The 2013 report on women and men at the Technion leads to the following recommendations.

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

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

- a. The efforts made by the Faculty of Electrical Engineering over the years show positive results, with the increasing percentage of female students to 21% newly admitted undergraduate students. The Faculty of Mechanical Engineering has started last year to have a special event for high-school female students and this year there was a slight increase to 13% of the newly

admitted female undergraduate students. More efforts should be made in this direction of proactively recruiting female students in the faculties where their representation is still low. This includes the faculties of Physics, Mathematics, Aerospace Engineering, Computer Science, and Civil and Environmental Engineering.

- b. Attention should be given to the representation of women undergraduate students in the Technion Excellence Program. This year, only one woman student joined the Technion Excellence Program, compared to 50% of the students in this program in 2011-12.
- c. This year there was a slight decrease in the overall percentage of women applying and admitted to the undergraduate programs and to the graduate programs. More women apply to the life science faculties and also to faculties that combine life sciences with engineering, such as biotechnology and biomedical engineering. Yet, today, research related to life science takes place also in the engineering faculties such as electrical engineering and mechanical engineering. There is need to change the image of engineering faculties and to emphasize their relevance to society and to humanity, to increase the attractiveness of these subjects to women. In addition, more publicity should be given to Technion characteristics that are attractive to women:
  - i. The high ratio between the number of women applicants and the number of women admitted to the Technion indicates a good fit between the applicants' expectations and the Technion requirements.
  - ii. The relatively high proportion of women in Engineering at the Technion, compared to other universities.
  - iii. The high percentage of women undergraduate students on the honor lists.
  - iv. The high percentage of women who receive assistance fellowships.
  - v. The increasing focus on the social life at the Technion.
  - vi. The increasing number of women faculty in decision making positions.

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. An initiative should be taken to attract undergraduate students to apply for graduate studies at the Technion.

- b. This year, there is a decrease in the percentage of women graduate students on the Honor and Distinguished Honor list, compared to 2011-12. On the positive side, there is an increase to 40% women (vs. 24% in 2011-12) of the total graduate students 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 high percentage of women who receive fellowships
  - iv. Financial support for participation in scientific conferences
  - v. Technion Post-doctoral fellowships

### 3. Post Doctoral Fellows.

Post-doctoral fellows are 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 percentage of women applicants to post-doctoral fellowship is smaller than their percentage in the student body. This year the Technion offers two post-doctoral fellowships to enable very competent women PhD graduates to study abroad as Post-Doctoral Fellows. Furthermore, alternatives to a full post-doctoral period abroad should be considered to enable women to stay on the academic career track.**

### 4. Women faculty members at the Technion

This year, similar to 2011-12, was very fruitful in recruiting 9 new women faculty to the Technion in a number of faculties. In addition, two women faculty were promoted to Full Professor. Proactive efforts should be made to recruit women faculty, in particular to faculties where their proportion is smaller than their overall proportion among faculty members (16%), such as: Aerospace Engineering, Chemistry, Computer Science, Electrical Engineering, Mathematics, Materials Engineering, Mechanical Engineering, Physics and Civil and Environmental

Engineering. **Proactive initiative means creating a database of Israeli women in science and technology who are post-doctoral scholars or junior faculty members abroad, identifying potential candidates and approaching them in person.** The forum of advisors to the university Presidents is going to ask the National Council for Higher Education for such a national level data base.

- a. Special attention should be given to the tenure and promotion of women faculty at the rank of Lecturer and Assistant Professors, given their high percentage (40%).
  - b. The largest 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 were promoted to Full Professor, in the Faculty of Mathematics and in the Faculty of Electrical Engineering.
- **Financial Resources should be allocated by the Technion to support the proactive 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 2013 REPORT ON WOMEN AND MEN**  
**AT THE TECHNION**

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

**A1. WOMEN STUDENTS IN ISRAELI UNIVERSITIES**

**A1.1 Pre-University: Achievement in Mathematics High School Matriculation Exam by Gender in percentages, 2009** (see Table 1 below).

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 whom, more women took the 4 and 5 units in mathematics (N=16,116) than men (N=13,316). 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% (compared to 21% of the men) with 31.1% taking the 4 units (compared to 27.8% of the men) and 53.6% taking the 3 units (compared to 51.2% of the men). 5,314 women compared with 5,730 men took the 5 unit exam, comprising 48%. 99.2% of the women who took the 5 units, passed the exam and 61.3% excelled in it, a little higher than men students (59.6%). 97.1% of the women who took the 4 units, passed the exam, and 42.8% excelled in it, more than men (33.1%).

**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	%									
<b>Male</b>	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%
<b>Female</b>	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 three fields:**

a) Engineering & Architecture, b) Natural Sciences & Mathematics, c) Medicine & Medical professions 2010-2011.

The Bureau of Statistics provides comparative information updated to the year 2010-11

<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 2010-2011 was 35%, compared with 39% at Ben-Gurion University, 51% at Tel-Aviv University, 43% at Weizmann Institute of Science

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 2010-2011.

[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 2010-2011.

In the field of Engineering & Architecture the percentage of women students graduating the Bachelor degree was as follows: Technion - 33%; Tel-Aviv U.-34%; Ben-Gurion U.- 27%.

Second degree: Technion - 32%; Tel-Aviv U.- 21%; Ben-Gurion U. - 27%.

PhD: Technion - 34%; Tel-Aviv U. -26%; Ben-Gurion U. - 29%.

In the field of Natural Sciences and Mathematics:

Bachelor degree: Technion - 32%; Tel-Aviv U.- 46%; Ben-Gurion U. - 42%

Second degree: Technion - 34%; Tel-Aviv U. - 49%; Ben-Gurion U. - 43%; Weizmann - 47%

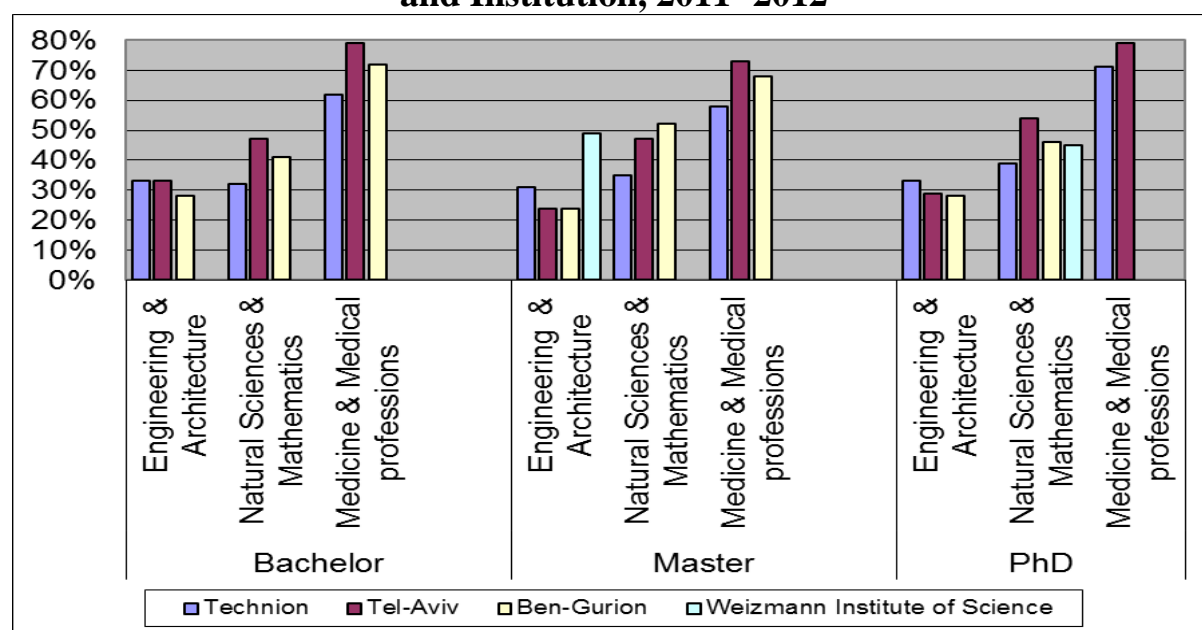
PhD: Technion - 42%; Tel-Aviv U. - 51%; Ben-Gurion U. 39%; Weizmann - 41%

Medicine & Medical Professions: Bachelor: Technion-58%; Tel-Aviv U.-79%; Ben-Gurion U.- 70%.

Second Degree: Technion - 55%; Tel-Aviv U. - 63%; Ben-Gurion- 68%.

PhD: Technion - 72%; Tel-Aviv U. 79%; Ben-Gurion - 56%.

**Figure 1: The Percentage of Women receiving a Degree, by Field of Study and Institution, 2011- 2012**





*To sum: The findings show that in the fields of Engineering & Architecture, in all three degrees, the Technion has the highest percentage of women versus men students.*

## **A2. WOMEN FACULTY MEMBERS IN ISRAELI UNIVERSITIES**

The percentage of women faculty by academic rank in the research universities in Israel in 2010-2011 appears in Table 3.

## **A2. WOMEN FACULTY MEMBERS IN ISRAELI UNIVERSITIES**

The findings demonstrate that the overall percentage of women in the seven research institutions varies between **16%** at the Technion to **40%** at Haifa University.

Within academic ranks women comprise between 27% - 66% of the lecturers, but only between 7% - 22% of the full professors in the seven institutions.

In 2011, the Technion ranked the lowest on the percentage of total women faculty, and in particular in the ranks of Assistant Professor (25%), Lecturer (27%) and Full professor (7%).

**Table 3: Percentages of Women Faculty (out of total number of faculty) by Institution and Rank, 2011-2012\***

<b>Rank**</b>	<b>Hebrew Univ.</b>	<b>Technion</b>	<b>Tel-Aviv Univ.</b>	<b>Haifa-Univ.</b>	<b>Bar Ilan Univ</b>	<b>Ben-Gurion Univ.</b>	<b>Weizmann Inst.</b>	<b>Total Universities</b>
<b>Full Professor</b>	14.9	6.7	17.3	21.9	20.3	16.9	11.9	15.2
<b>Associate Professor</b>	26.1	20.7	26.9	35.1	23.9	20.3	28.4	25.5
<b>Assistant Professor</b>	33.3	25.4	38.9	42.6	40.1	32.2	38.9	36.1
<b>Lecturer</b>	53.3	27.3	44.3	58.8	41.3	38.4	66.2	47.7
<b>Total</b>	<b>27.3</b>	<b>15.7</b>	<b>27.6</b>	<b>40.0</b>	<b>31.4</b>	<b>26.4</b>	<b>27.1</b>	

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

*In summary, 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 is expected 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 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, as detailed in the executive summary. 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 to 18% in 2012-13 and the overall percentage of women graduates increased remained 13%, similar to 2010.

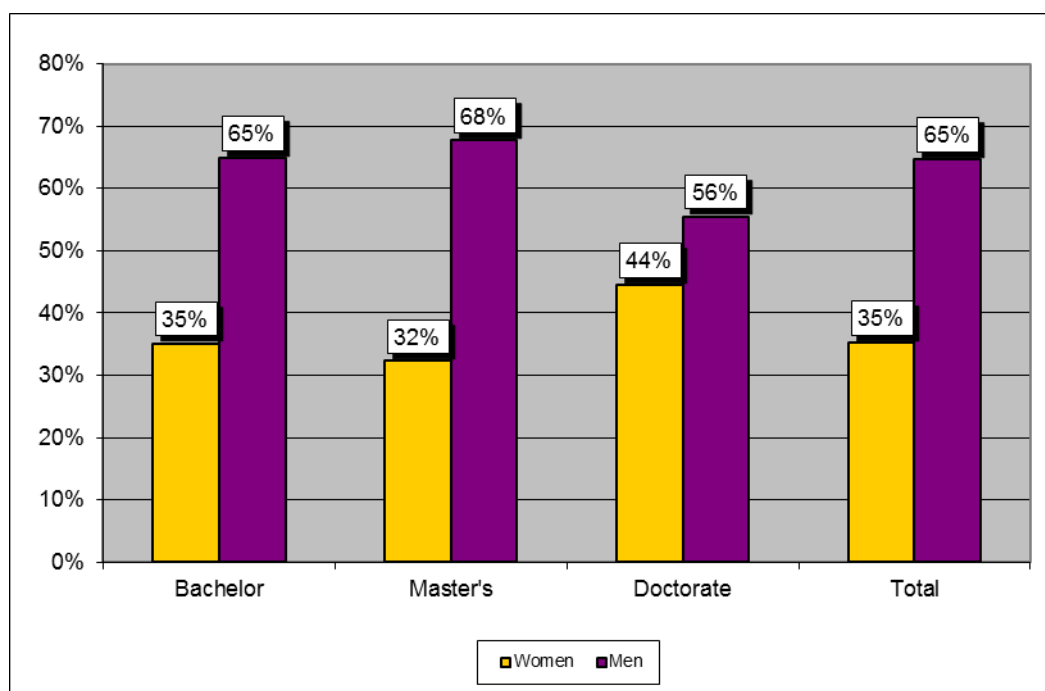
- This year the Faculty of Mechanical Engineering initiated a special event, in which 400 hundreds high-school women students participated at the Churchill auditorium. They met with women graduates of the faculty, listened to short lectures and visited the faculty labs. Two companies - Motorola and Intel, offer scholarships to women students who are going to join the Faculty of Mechanical Engineering.

## B2. WOMEN STUDENTS AT THE TECHNION BY DEGREE, 2012-2013

Table 4 summarizes the percentage of women students by degree at the Technion in 2012-13. Women comprise 35% of the undergraduate students, 32% of the graduate students and 44% of the doctoral students (see also Figure 3). Altogether, women comprise 35% of the student body at the Technion. This is a stable number over the last 10 years. For more detailed information please, see [Table 4](#), and [Figure 2](#) in Appendix A.

**Table 4: Distribution of Women and Men by Degree at Technion, 2012-2013**

	Men		Women		Total	
	Number	%	Number	%	Number	%
<b>Bachelor</b>	5519	65%	2990	35%	8509	100%
<b>Master's</b>	1820	68%	868	32%	2688	100%
<b>Doctorate</b>	554	56%	444	44%	998	100%
<b>Total</b>	<b>7893</b>	<b>65%</b>	<b>4302</b>	<b>35%</b>	<b>12195</b>	<b>100%</b>

**Figure 2: Distribution of Women and Men by Degree, 2013-2013**

## **C. UNDERGRADUATE STUDIES**

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

The percentage of new female applicants in fall 2012 was 39%, of whom 37% were admitted. This is a 2.5-5.1% **decrease** in the number of applicants and admitted students compared to fall 2011 (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 12 years from 31% in 2002 to 35% in 2013 (see [Table 5](#) and [Figure 4](#), Appendix A).

### **C.2 Undergraduate 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%, compared to 13% new admitted women students), Aerospace Engineering (16%), Electrical Engineering (18%, compared to 21% new admitted women students), Mathematics, Computer Science and Civil & Environmental Eng. (22%). The highest percentage is in: Biotechnology & Food Eng, and in Biology (77%), Architecture & Town Planning (67%), Chemical Engineering (66%), and Chemistry (60%) (See [Table 7](#), [Figure 6](#)

in Appendix B).

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

The percentage of women students graduating on the Honors Lists is 33%. This is distributed between 34% on the Honor List and 28% on the Distinguished Honor List (see [Table 8](#) and [Figure 7](#) in Appendix B).

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

In 2013 **only one woman** undergraduate student (8%) was admitted to the Technion Excellence Program compared to 50% (8 women) in 2012 (see [Table 9](#) and [Figure 8](#) in Appendix B). Their percentage among the applicants to the excellence program was 45% compared to 34% in 2012.

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

Overall, 13% of women undergraduate students received assistance scholarships, based on socio-economic needs, higher than men (11%), as can be seen in [Table 10](#) in Appendix B.

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

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

*In summary, the percentage of women students in the last 10 years increased to 35%. The rate of women applications and admission in 2013 was 39% and 37% respectively, which is lower than in 2011-12. Furthermore, only one woman student was admitted this year to the Technion Excellence Program, unlike the 50% women students in the Excellence program in 2011-12. This is in contrast to the 34% of women undergraduate students on the Honor list and the 28% 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 (9%), Electrical Engineering (18%), Aerospace Engineering (16%), 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 Graduate students:**

Of the newly admitted graduate students 31% were women at the master level, **a decrease** from 38% in 2012 (see [Table 12](#) Appendix C) and 44% were women at the doctoral level,

almost the same level as in 2012 (45%) (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 Graduate Students Enrolled by Faculty:**

Of all students enrolled at the master's level women comprise 32% (lower than last year 2012), a little bit higher than their percentage among newly admitted master students (31%); At the doctoral level women comprise 44%, a little bit higher than their enrollment in 2012 (43%), but a little bit lower than the 45% admitted in 2012. This is similar to the last 9 years in which these figures have hardly changed (see [Table 5](#) Appendix A).

Overall, 36% of the graduate students are women. The lowest percentage of women graduate students is in: Quality Assurance (0%), Information systems (9%), Robotics and Autonomous Systems (11%), Design and Manufacturing Eng. (13%), Mechanical Eng. (13%), Applied Mathematics (13%), Electrical Engineering (13%), and Physics (15%). The highest percentage of women students is in: Polymer Eng. (76%), Biotechnology inter unitary (74%), Medicine (73%), Biotechnology and Food Eng. (71%), Education in Technology & Sci. (69%), Biology (63%) and Chemical Engineering (61%) (See [Table 14](#), [Figure 9](#), Appendix C).

## **D.3 Graduate Students with Honors:**

Women comprise 29% of all honors students at the master's level, a **decrease** compared to 37% last year) with about 27% (6 out of 22) on the Distinguished Honor List (a **decrease** from 50%, 11 out of 22, last year) (see [Table 15](#) and [Figure 10](#), Appendix C).

## **D.4 Graduate Students' Fellowship:**

In 2012 women comprised 50% of all graduate students who received 3 fellowship units; 61% of those who received 4 units, 45% of those who received 5 units and 40% of those who received 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 the percentage of women students is low.

## **D.5 Graduate Students' Drop out:**

The percentage of women who drop out of the graduate studies is 7%, higher than the 5% of men drop outs (see [Table 17](#), Appendix C).

## **D.6 Graduate Students Graduating**

In 2012, women comprised 33% of all graduating master students and 50% of all graduating doctoral students (see [Table 18](#) and [Figure 11](#), Appendix C).

*In summary, attention should be paid to the decrease in the percentage of newly admitted women at the masters level, to the decrease in their representation on the Honor List and to their low representation among graduate students in certain faculties.*

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

This year, there is an increase in the total number of post-doc women students at the Technion, 101 women post-doc fellows compared to 92 last year. Women comprise 42% of the total number of post-doc fellows, compared to 43% last year (see Table 19 below). This year one of the two Rothschild Fellow winners from the Technion was a woman.

**Table 19: Percentage of Women Post-Doc Fellows at the Technion, 2012.**

	Total	Women		Men	
		No.	%	No.	%
Post Doc Students	242	101	42%	141	58%
Rothschild Applicants from the Technion	34	14	41%	20	59%
Rothschild Recommended from the Technion	14	2	14%	12	86%
Rothschild <u>Winners</u> from the Technion	2	1	50%	1	50%
MIT Applicants from the Technion	11	4	36%	7	64%
MIT <u>winners</u> from the Technion		2			
Coleman-Cohen (England)	7	2	29%	5	71%
Coleman-Cohen <u>Winners</u> from the Technion		1			
Technion Post -Doc Fellowship		2			

*The post-doctoral 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-doctoral fellowships and to facilitate their post-doctoral studies abroad.*

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

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

Overall, there are 87 women faculty members (vs. 82 in 2011-12), comprising 16% of the total number of faculty members, compared to 445 (vs. 437 in 2011-2012) men faculty

members in tenure track positions at the Technion in 2011-2012. (see [Table 22](#), page 26).

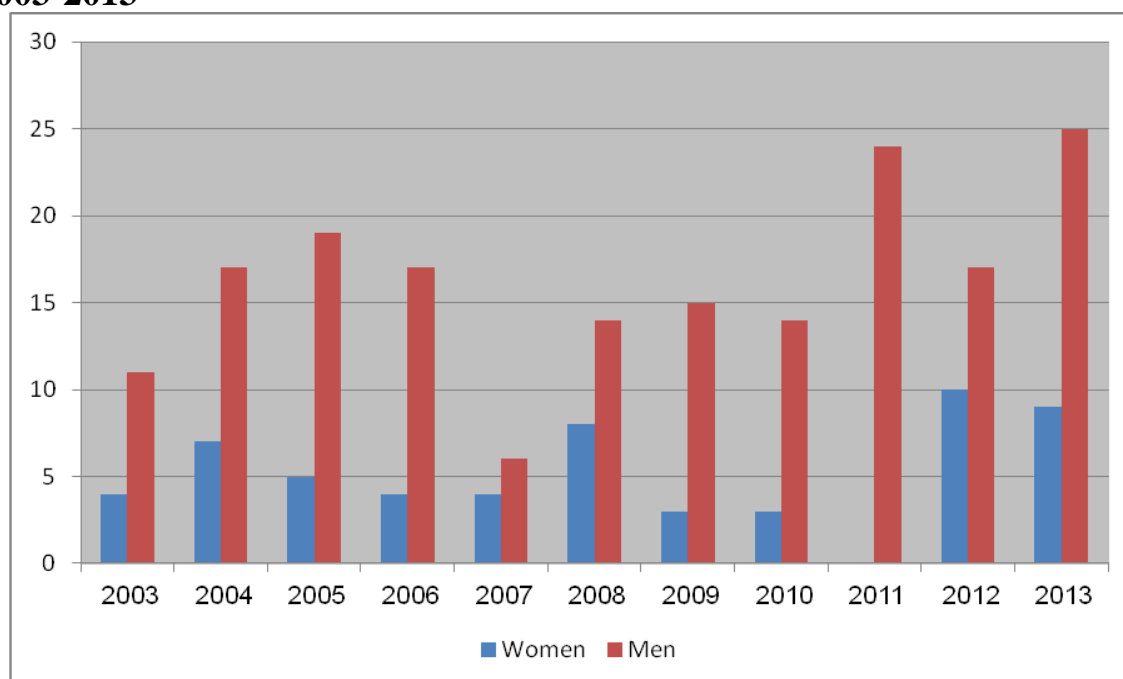
### F.1.1 New Women Faculty

In the last five years (2009-2013) special efforts have been made by the Technion to recruit more women faculty. In 2012-2013, 9 women were recruited to the Technion, resulting in 25 additional women faculty in the last 5 years, who comprise 21% of the total 120 new recruits to the Technion (see Table 20 below). This percentage is higher than the total 16% of women faculty at the Technion.

**Table 20: Faculty Recruited in the Last 5 Years**

	2009		2010		2011		2012		2013		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>Women</b>	3	17%	3	18%	0	0%	10	37%	9	26%	25	21%
<b>Total</b>	18	100%	17	100%	24	100%	27	100%	34	100%	120	100%

**Figure 12: Comparison of Recruitment of Women and Men Faculty in 2003-2013**



### F1.2. Women Faculty by Rank at the Technion

Overall, there is an **increase** from 12% women faculty in 2003 to 16% in 2013

**Table 21: Women Faculty Members by Rank – Time Series 2003-2013**[Back to Text→](#)

	2003		2004		2005		2006		2007		2008		2009		2010	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Total</b>																
<b>Women</b>	71	12%	72	13%	74	13%	77	14%	78	15%	84	16%	80	15%	78	15%
<b>Total</b>	584	100%	568	100%	560	100%	553	100%	533	100%	534	100%	519	100%	518	100%
<b>Full Professor</b>																
<b>Women</b>	8	4%	7	3%	9	4%	11	5%	11	5%	14	6%	14	6%	15	7%
<b>Total</b>	228	100%	222	100%	218	100%	216	100%	213	100%	218	100%	216	100%	222	100%
<b>Associate Professor</b>																
<b>Women</b>	23	12%	25	12%	23	12%	22	12%	28	15%	31	16%	35	18%	37	20%
<b>Total</b>	200	100%	201	100%	191	100%	186	100%	182	100%	193	100%	191	100%	185	100%
<b>Assistant Professor</b>																
<b>Women</b>	37	25%	38	27%	40	27%	42	29%	38	28%	36	30%	29	27%	24	23%
<b>Total</b>	146	100%	140	100%	146	100%	146	100%	134	100%	119	100%	106	100%	103	100%
<b>Lecturer</b>																
<b>Women</b>	3	30%	2	40%	2	40%	2	40%	1	25%	3	75%	2	33%	3	38%
<b>Total</b>	10	100%	5	100%	5	100%	5	100%	4	100%	4	100%	6	100%	8	100%

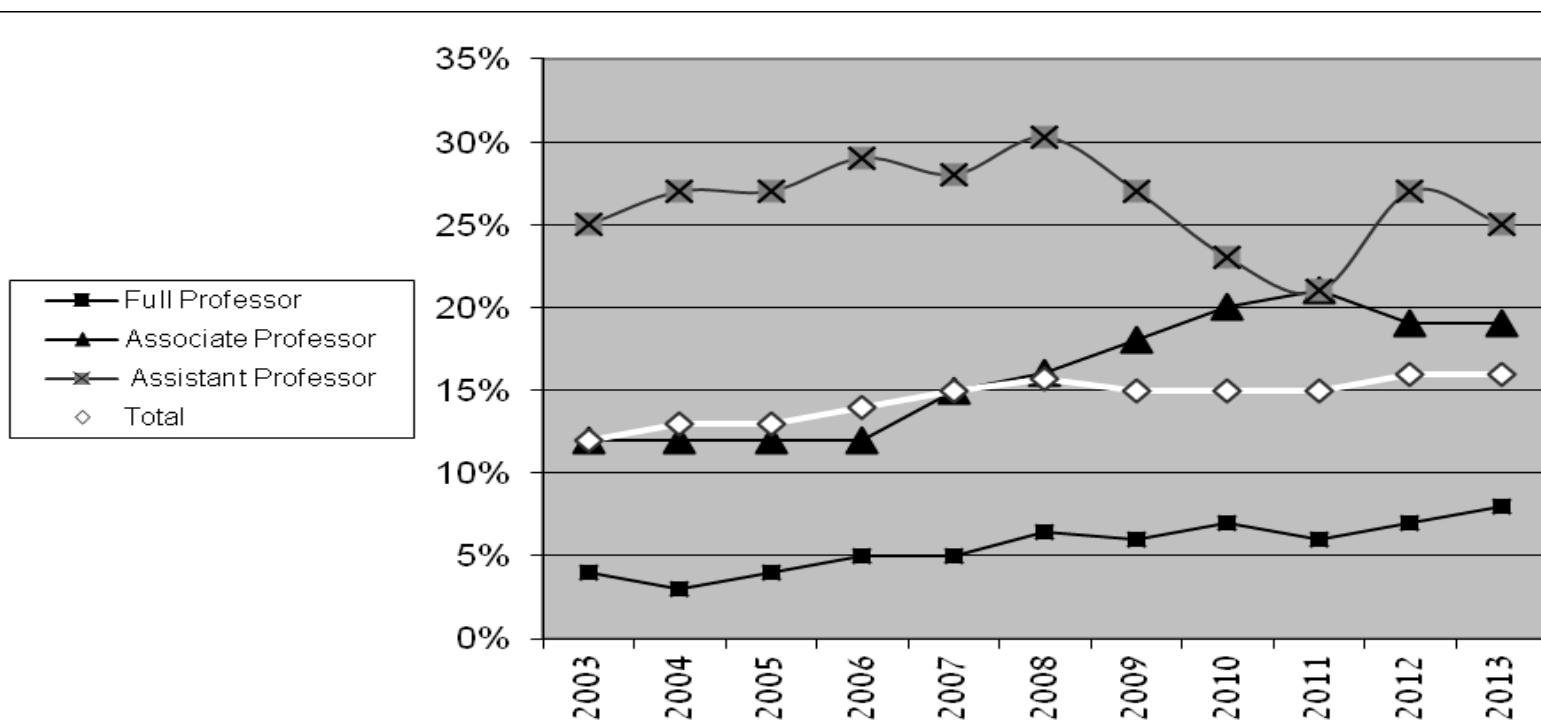
2011		2012		2013	
N	%	N	%	N	%
<b>Total</b>					
77	15%	82	16%	87	16%
521	100%	519	100%	532	100%
<b>Full Professor</b>					
15	6%	16	7%	18	8%
231	100%	225	100%	228	100%
<b>Associate Professor</b>					
38	21%	34	19%	34	19%
180	100%	180	100%	176	100%
<b>Assistant Professor</b>					
22	21%	28	27%	29	25%
103	100%	105	100%	115	100%
<b>Lecturer</b>					
2	29%	4	44%	6	46%
7	100%	9	100%	13	100%

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



**Figure 13: Percent of Women Faculty by Rank – Time Series  
2003-2013**

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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.

Currently out of all Full professors at the Technion, there are 8% women Full Professors, an **increase** of 1% from last year; 19% Associate Professors, **same** as last year; 25% Assistant Professor, a **decrease** of 2 %, and 46% Lecturers, an **increase** of 2 %.

In addition out of all women faculty at the Technion, 40% (vs. 39% in 2012) occupy the lower tenure track positions (Assistant Professor and lecturer) compared with 21% of all men at the same positions (see [Table 22](#) below and [Figure 14](#), Appendix D). 21% (vs. 20% in 2012) of all women faculty are Full Professors, and 39% are Associate Professors (vs. 41% in 2012), a **decrease** at the level of Associate Professor, and 33% are Assistant Professors..

**Table 22: Percentage of Women and Men Faculty Members by Rank, 2013**

Rank	Total	Women % from Total	Women		Men	
			Number	%	Number	%
<b>Full Professor</b>	228	8%	18+1*	21%	210	47%
<b>Associate Professor</b>	176	19%	34	39%	142	32%
<b>Assistant Professor</b>	115	25%	29	33%	86	19%
<b>Lecturer</b>	13	46%	6	7%	7	2%
<b>Total</b>	<b>532</b>	<b>16%</b>	<b>87</b>	<b>100%</b>	<b>445</b>	<b>100%</b>

\*Please note that there is one additional woman full professor at the Faculty of Medicine at 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 19% at the level of Associate Professor and only 8% at the level of Full Professor (see Table 22 above).

There is no change in Women Associate Professors from 2011 to 2012 (19%), and a **decrease** of 2% in the percentage of women who are **Assistant Professors** (from 27%-25%) (see [Table 21](#), page 24).

*To sum, this year the number of women Full Professor has increased to 18 (+1 on the Medical Rank). Also, this year, the number of new women faculty continues to be high as last year. With the increasing number of non-tenured women faculty the Technion now faces the challenge of continuing to promote more women to the tenure 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 two academic units there is only one woman faculty member: Material Engineering (6%), Aerospace Engineering (4%), [not including Humanities & Art, where only the department head is a faculty member]; In two academic units there are only 2 women faculty: Mathematics (5%), Biomedical Engineering (17%) and in four academic units there are only 3 women : Physics (9%), Mechanical Engineering (7%), Chemistry (12%), Chemical Engineering (17%).

In ten academic units the percentage of women faculty is 16% or lower (see [Table 23](#) and [Figure 14](#), Appendix D). In other eight academic units their percentage is above their

representation at the Technion at large, which is 16%, with the highest percentage in the Department of Education Technology & Science (70%), the Faculty of Architecture & Town Planning (57%), Biotechnology & Food Eng. (43%), Biology (35%) and Industrial Eng. & Management, Medical Science (20%) (See [Table 23](#)).

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 [55% women graduate students and only one woman faculty (6%)]; Chemistry, [58% women graduate students and only 3 women faculty (12%)]; Chemical Engineering (61% women graduate students and 17% women faculty); Industrial Engineering & Management (46% women graduate students and 20% women faculty);

*In summary, 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 2013-2016 **six** women faculty are expected to retire, compared with fifty- men (see [Table 24](#), Appendix D)

*This finding suggests that intensive efforts should be made by the Technion to recruit at least a similar number of women that were recruited in the last 2 years, in order to increase their presence at the Technion.*

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

In 2013 there is a decrease in the number of women faculty holding managerial positions, compared to 2012: 1. Deputy Senior Vice President- Center of International Academic Relations; 2. Dean of the Division of Continuing Education and External Studies; 3. Chair of the Department of Education in Science and Technology; 4. One woman faculty in the Technion Steering Committee. (In 2012 women were in the position of Technion CEO and Vice President, Students' Dean, and one additional department chair. In addition, there are two positions related to gender issues: The Coordinator of the Status of Women at the Technion and the ombudsperson for issues of sexual harassment. This is a decrease in the representation of women in the Technion management.

There is also a small **decrease** to 15% in the percentage of women in the Technion Senate committees compared to 16% in 2012 (see [Table 25](#) Appendix D). Women are represented in 12 out of 17 Elected Senate Committees, including Standing Committee for Undergraduate

and Graduate Studies (6 members), Sub-committee for approving courses (1 member), Academic Development Committee (1 member) Research Committee (2 members), and Judges in Discipline Committees (4 members in total).

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

*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 2012-13 there are only 5 research track positions, only 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 33](#), Appendix D).

**H. INITIATIVES OF THE TASK FORCE ON THE STATUS OF WOMEN AT THE  
TECHNION (See the executive Summary, p. 9 ).**

**I. RECOMMENDATIONS appear in the Executive Summary pp. 11**

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

**Table 2- Students at Universities by Institution, Field of Study, Degree, and Sex, 2011-2012** [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	6,721	2,213	33%	2,527	831	33%	4,968	1,371	28%			
	Second degree	1,514	463	31%	688	166	24%	617	149	24%			
	Third degree	371	123	33%	194	57	29%	304	84	28%			
	<b>Total</b>	<b>8,606</b>	<b>2,799</b>	<b>33%</b>	<b>3,409</b>	<b>1,054</b>	<b>31%</b>	<b>5,889</b>	<b>1,604</b>	<b>27%</b>			
Natural Sciences & Mathematics	First degree	1,541	496	32%	2,816	1,317	47%	1,631	661	41%	-	-	
	Second degree	442	154	35%	874	412	47%	374	193	52%	263	129	49%
	Third degree	356	139	39%	958	518	54%	564	258	46%	677	306	45%
	<b>Total</b>	<b>2,339</b>	<b>789</b>	<b>34%</b>	<b>4,648</b>	<b>2,247</b>	<b>48%</b>	<b>2,569</b>	<b>1,112</b>	<b>43%</b>	<b>940</b>	<b>435</b>	<b>46%</b>
Medicine & Medical professions	First degree	411	255	62%	2,321	1,832	79%	1,123	811	72%			
	Second degree	661	368	56%	1,621	1,022	63%	853	582	68%			
	Third degree	139	98	71%	144	114	79%	-	-	0%			
	<b>Total</b>	<b>1,211</b>	<b>721</b>	<b>60%</b>	<b>4,086</b>	<b>2,968</b>	<b>73%</b>	<b>1,976</b>	<b>1,393</b>	<b>70%</b>			
<b>Total of all fields Above</b>		<b>12,156</b>	<b>4,309</b>	<b>35%</b>	<b>12,143</b>	<b>6,269</b>	<b>52%</b>	<b>10,434</b>	<b>4,109</b>	<b>39%</b>	<b>940</b>	<b>435</b>	<b>46%</b>

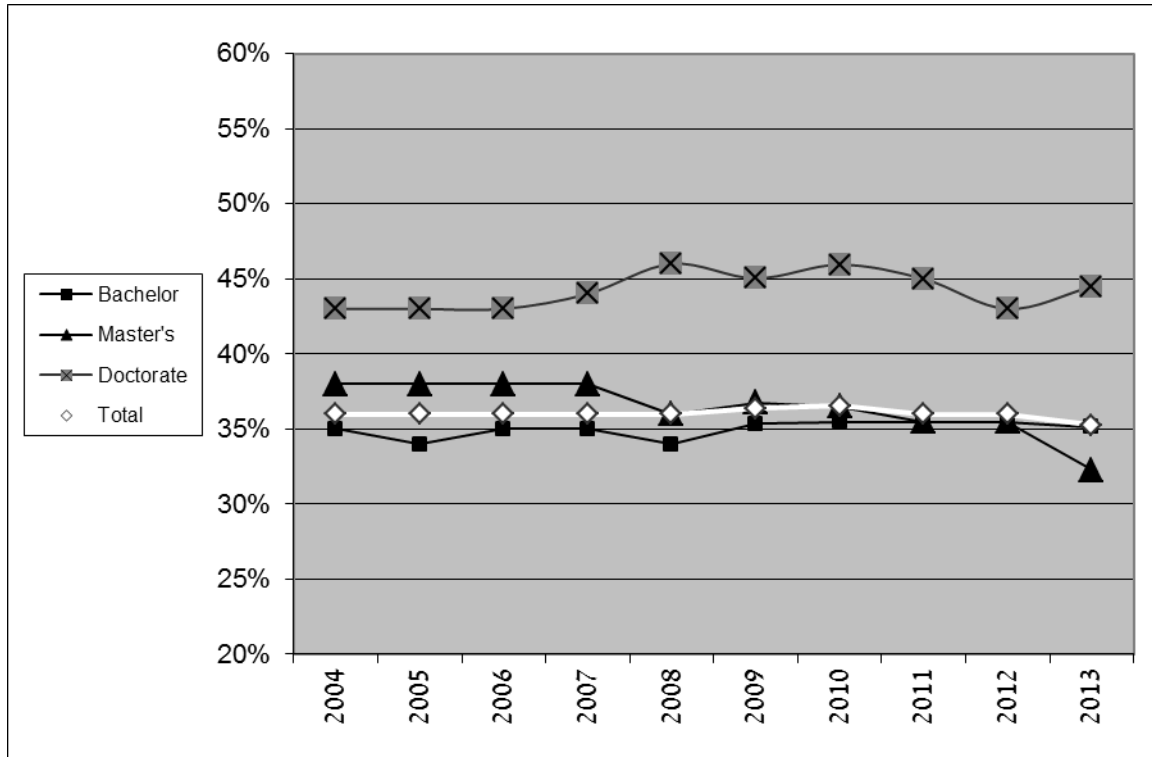
Notes: From Central Bureau of Statistics: <http://www.cbs.gov.il> Information is the most updated year available.

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, 2004-2013**[Back to Text→](#)

	2004		2005		2006		2007		2008		2009		2010		2011		2012		2013	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Total</b>																				
Women	4529	36%	4096	36%	4200	36%	4061	36%	4211	36%	4123	36%	4247	37%	4224	36%	4285	36%	4302	35%
total	12535	100%	11528	100%	11598	100%	11228	100%	11780	100%	11331	100%	11625	100%	11787	100%	11888	100%	12195	100%
<b>Bachelor</b>																				
Women	3095	35%	2715	34%	2910	35%	2672	35%	2921	34%	2881	35%	2961	35%	2957	35%	3036	35%	2990	35%
total	8908	100%	8015	100%	8335	100%	7741	100%	8468	100%	8152	100%	8347	100%	8464	100%	8571	100%	8509	100%
<b>Master's</b>																				
Women	1105	38%	1025	38%	929	38%	969	38%	871	36%	843	37%	850	36%	827	35%	827	35%	868	32%
total	2875	100%	2685	100%	2421	100%	2541	100%	2396	100%	2293	100%	2329	100%	2346	100%	2346	100%	2688	100%
<b>Doctorate</b>																				
Women	329	43%	356	43%	361	43%	420	44%	419	46%	399	45%	436	46%	440	45%	422	43%	444	44%
total	752	100%	828	100%	842	100%	946	100%	916	100%	886	100%	949	100%	977	100%	971	100%	998	100%

**Figure 3: Percent of Women Students within Each Degree**  
**2004-2013** [Back to Text→](#)





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

**Table 6: Undergraduate Applicants and Acceptance by Academic Unit – Winter 2012** [Back to Text→](#)

Faculty	Total Applicants*	Applicants				Total Accepted**	Accepted			
		Women		Men			Women		Men	
		N*	%	N*	%		N**	%	N**	%
Civil & Environmental Engineering	376	63	17%	313	83%	240	40	17%	200	83%
Mechanical Engineering	293	36	12%	257	88%	179	24	13%	155	87%
Electrical Engineering	477	88	18%	389	82%	228	48	21%	180	79%
Chemical Engineering	104	70	67%	34	33%	74	45	61%	29	39%
Biotechnology and Food Eng.	157	121	77%	36	23%	106	84	79%	22	21%
Agricultural Engineering	5	1	20%	4	80%	0	0	0%	0	0%
Aerospace Engineering	121	23	19%	98	81%	72	13	18%	59	82%
Industrial Eng. & Management	275	122	44%	153	56%	121	59	49%	62	51%
Mathematics	21	8	38%	13	62%	13	4	31%	9	69%
Physics	59	12	20%	47	80%	46	9	20%	37	80%
Architecture & Town Planning	387	268	69%	119	31%	91	66	73%	25	27%
Computer Science	531	98	18%	433	82%	189	39	21%	150	79%
Geodetic Engineering	31	5	16%	26	84%	22	4	18%	18	82%
Medical Science	1167	575	49%	592	51%	122	58	48%	64	52%
Landscape Architecture	37	28	76%	9	24%	25	20	80%	5	20%
Bio-Medical Engineering	105	61	58%	44	42%	53	30	57%	23	43%

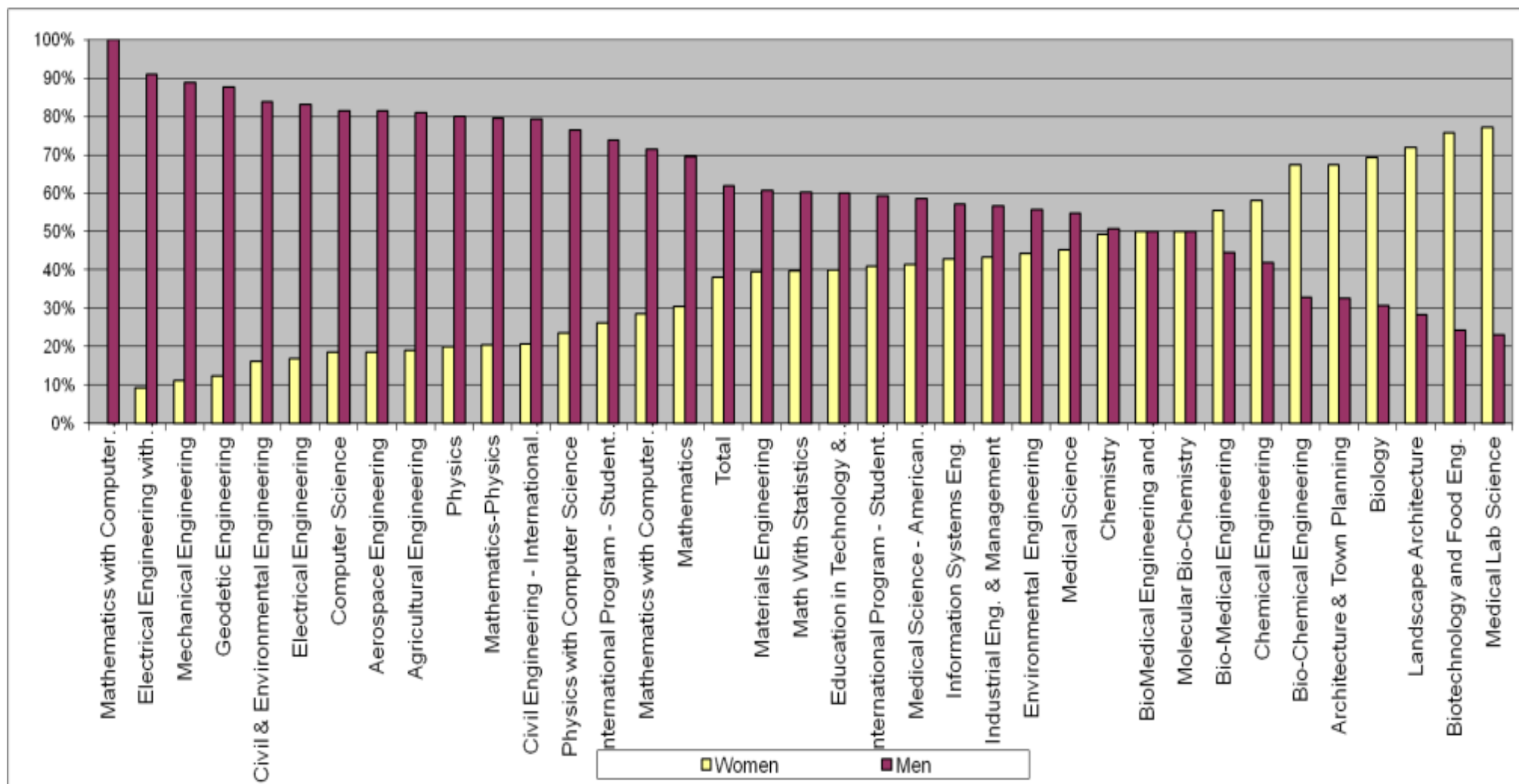
Faculty	Total Applicants*	Applicants				Total Accepted **	Accepted			
		Women		Men			Women		Men	
		N*	%	N*	%		N**	%	N**	%
Education in Technology & Science	98	40	41%	58	59%	101	40	40%	61	60%
Chemistry	46	23	50%	23	50%	24	12	50%	12	50%
Biology	181	130	72%	51	28%	100	74	74%	26	26%
Mathematics with Computer Science	23	7	30%	16	70%	25	4	16%	21	84%
Environmental Engineering	42	19	45%	23	55%	28	10	36%	18	64%
Math With Statistics	5	2	40%	3	60%	2	1	50%	1	50%
Molecular Bio-Chemistry	18	10	56%	8	44%	10	6	60%	4	40%
Medical Science - American Program	35	15	43%	20	57%	30	13	43%	17	57%
Materials Engineering	118	47	40%	71	60%	77	24	31%	53	69%
International Program - Student Exchange	29	12	41%	17	59%	29	12	41%	17	59%
International Program - Student Exchange - Research	28	8	29%	20	71%	28	8	29%	20	71%
Mathematics-Physics	29	6	21%	23	79%	18	5	28%	13	72%
Information Systems Eng.	53	23	43%	30	57%	24	10	42%	14	58%
Bio-Chemical Engineering	46	31	67%	15	33%	29	21	72%	8	28%
Physics with Computer Science	23	6	26%	17	74%	12	1	8%	11	92%
Mathematics with Computer Science	22	2	9%	20	91%	8	1	13%	7	88%
Medical Lab Science	80	71	89%	9	11%	34	30	88%	4	12%
BioMedical Engineering and Physics	12	6	50%	6	50%	7	3	43%	4	57%
Civil Engineering - International	34	8	24%	26	76%	34	8	24%	26	76%

School										
Electrical Engineering with Physics	172	19	11%	153	89%	51	6	12%	45	88%
<b>Total</b>	<b>5241</b>	<b>2064</b>	<b>39%</b>	<b>3177</b>	<b>61%</b>	<b>2252</b>	<b>832</b>	<b>37%</b>	<b>1420</b>	<b>63%</b>

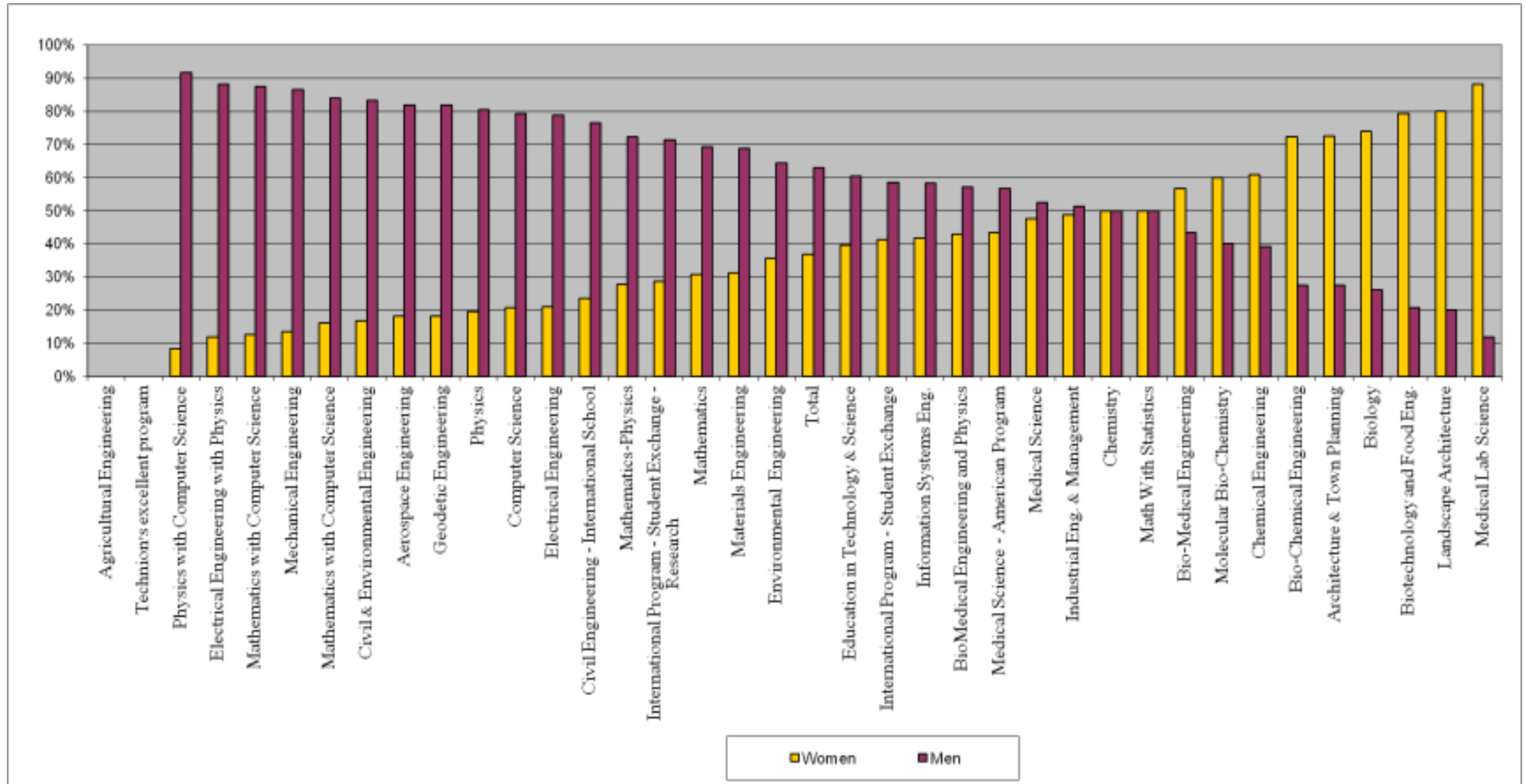
\* Number of applicants by faculty of first choice

\*\* 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, 2012** [Back to Text→](#)



**Figure 5: Percentage of Undergraduate Accepted Applicants by Academic Unit - Winter, 2012** [Back to Text→](#)

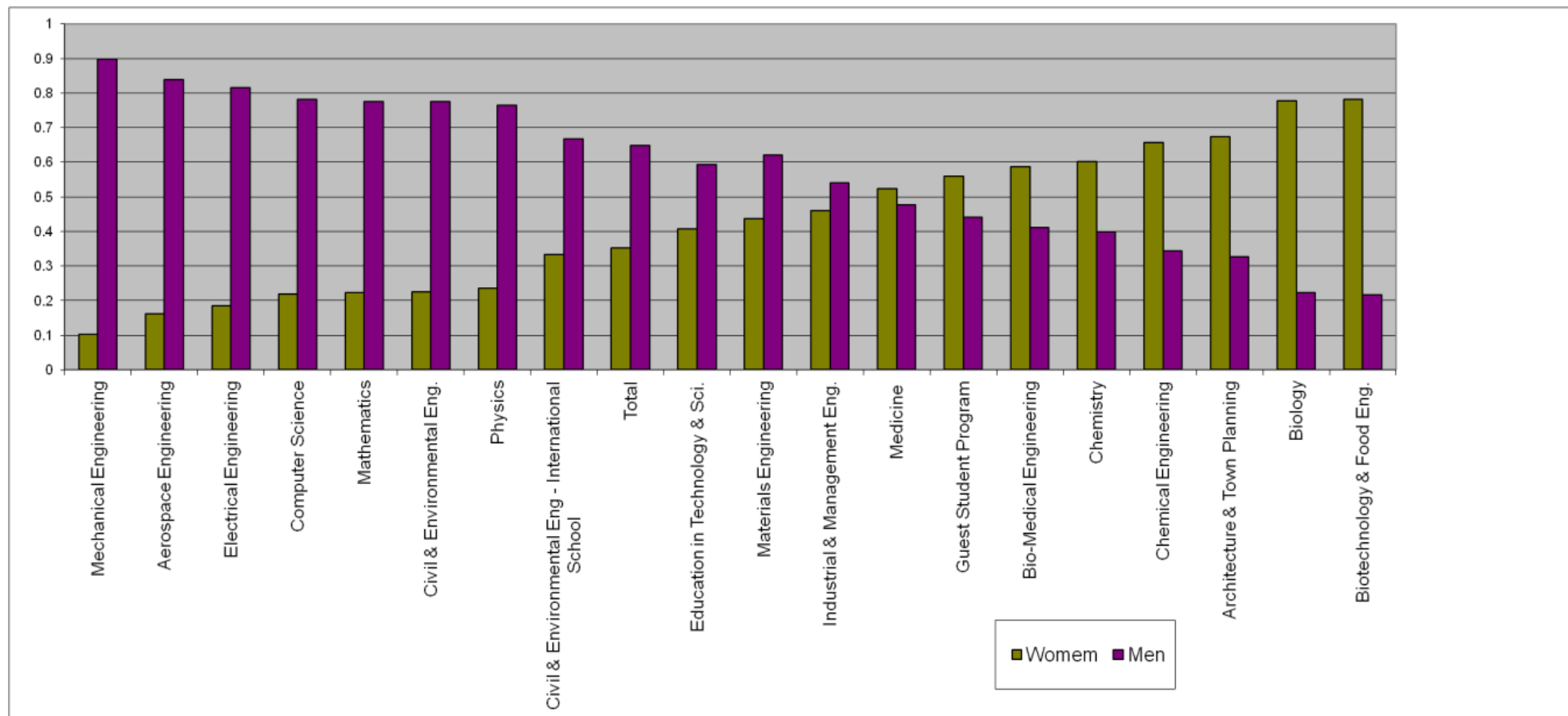


**Table 7: Undergraduate Students Enrolled by Academic Unit,  
Spring, 2013**      [Back to Text→](#)

Faculty	Women		Total
	N	%	
Civil & Environmental Eng.	247	23%	1052
Mechanical Engineering	75	9%	800
Electrical Engineering	229	18%	1294
Chemical Engineering	223	66%	340
Biotechnology & Food Eng.	199	79%	251
Aerospace Engineering	61	18%	347
Industrial & Management Eng.	379	47%	814
Mathematics	27	22%	121
Physics	34	21%	160
Chemistry	56	59%	95
Biology	190	73%	262
Architecture & Town Planning	346	66%	526
Education in Technology & Sci.	85	41%	205
Computer Science	261	23%	1118
Medicine	379	54%	706
Materials Engineering	112	46%	241
Bio-Medical Engineering	106	66%	160
Guest Student Program	2	17%	12
Civil & Environmental Eng - International School	1	33%	3
<b>Total</b>	<b>2990</b>	<b>35%</b>	<b>8509</b>

**Figure 6: Undergraduate Students Enrolled by Academic Unit, Spring 2013**

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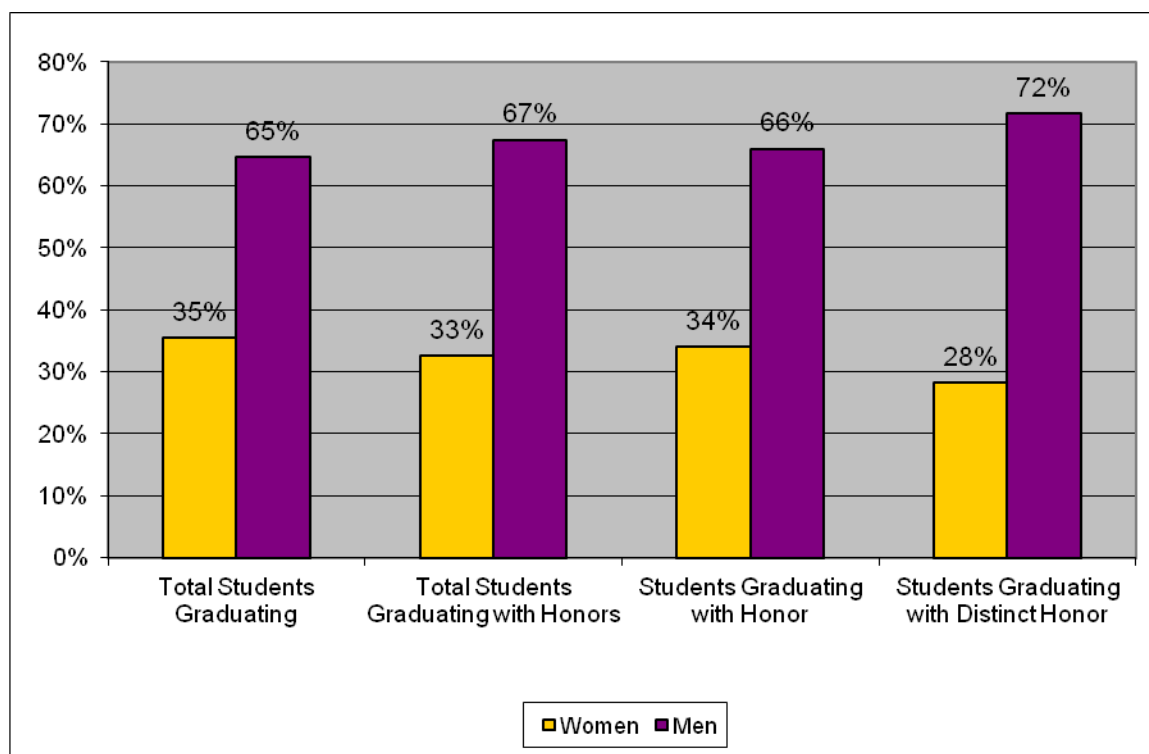
**Table 8: A Comparison of women and Men Undergraduate Students Completing Semester with Honors, Spring 2012**

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	Total	Women		Men	
		N	%	N	%
<b>Total Students Studying</b>	8571	3036	35%	5535	65%
<b>Total Students Completing Semester with either Honor</b>	1224	399	33%	825	67%
<b>Students Completing with Honor</b>	920	313	34%	607	66%
<b>Students Completing with Distinct Honor</b>	304	86	28%	218	72%

**Figure 7: Undergraduate Students Completing Semester with Honors, Spring 2012**

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**Table 9: Distribution of Applicants and Accepted Students to the Excellence Program (2006-2013) by Gender**

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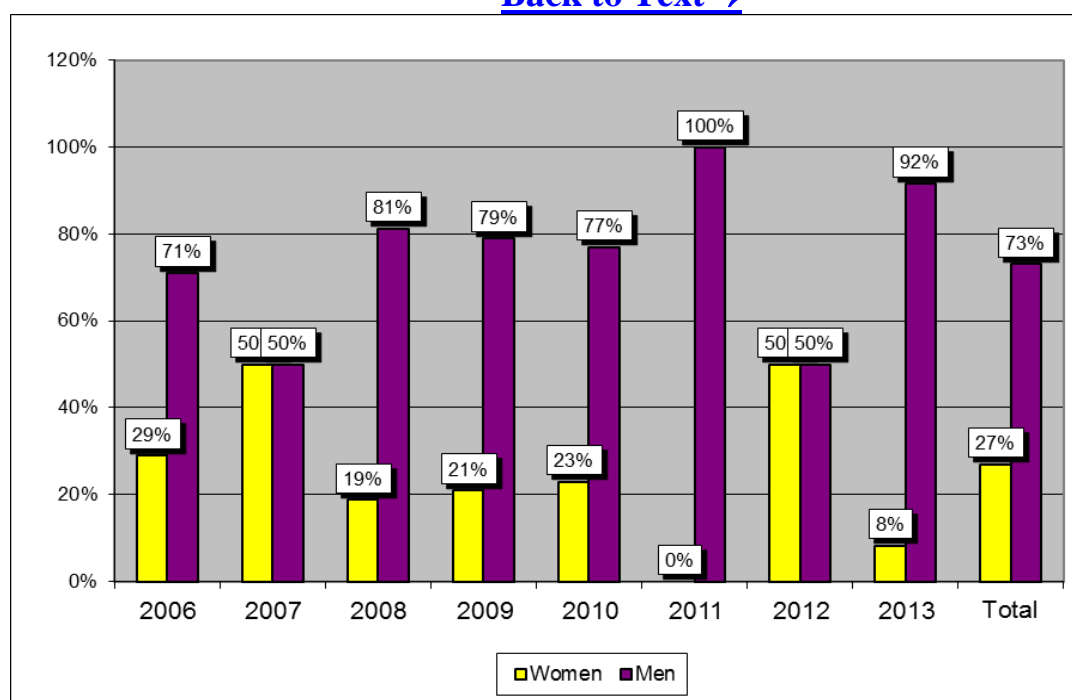
year	Total Applicants	Applicants				Accepted			
		Women		Men		Women		Men	
		N	%*	N	%	N	%**	N	%
2006	198	56	28%	142	72%	4	29%	10	71%
2007	225	73	32%	152	68%	9	50%	9	50%
2008	165	47	28%	118	72%	3	19%	13	81%
2009	202	96	48%	106	52%	3	21%	11	79%
2010	208	64	31%	144	69%	3	23%	10	77%
2011	201	73	36%	128	64%	0	0%	12	100%
2012	186	65	34%	121	66%	8	50%	8	50%
2013	92	41	45%	51	56%	1	8%	11	92%
Total	1569	556	35%	1013	65%	32	25%	95	75%

\* 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, 2006-2013**

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**Table 10: Undergraduate Assistance Scholarships in each Faculty, 2013**

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

Faculty	Women			Men		
	Scholarship		Total Women*	Scholarship		Total Men*
	%***	N**		%***	N**	
Civil & Environmental Engineering	22%	61	272	17%	167	968
Civil & Environmental Eng - International School	0%	0	28	0%	0	55
Exchange students - International school	0%	0	26	0%	0	44
Mechanical Engineering	16%	14	89	12%	100	823
Electrical Engineering	9%	25	275	8%	102	1228
Chemical Engineering	18%	45	247	15%	19	127
Biotechnology & Food Eng.	14%	36	254	15%	11	72
Aerospace Engineering	5%	3	63	10%	31	314
Industrial Eng. & Management	7%	28	380	13%	55	440
Mathematics	16%	5	31	8%	9	106
Physics	30%	11	37	11%	16	148
Chemistry	16%	10	62	12%	5	43
Biology	22%	58	259	26%	19	73
Architecture & Town Planning	14%	55	388	12%	25	206
Education in Technology & Science	21%	23	112	9%	13	150
Computer Science	11%	31	284	9%	87	1019
Medicine	9%	49	521	9%	40	452
Materials Engineering	6%	8	129	9%	16	169
Bio-Medical Engineering	17%	19	113	7%	5	73
General Studies	0%	0	0	0%	0	0
<b>Total</b>	<b>13%</b>	<b>481</b>	<b>3570</b>	<b>11%</b>	<b>720</b>	<b>6510</b>

\*\*\* 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, Winter 2012**

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Faculty	Women				Men			
	Total Women		Dropouts		Total Men		Dropouts	
	N*	%**	N***	%****	N*	%**	N***	%****
Civil & Environmental Engineering	<b>272</b>	22%	6	2%	<b>968</b>	78%	32	3%
Civil & Environmental Eng - International School	<b>28</b>	34%	0	0%	<b>55</b>	66%	4	7%
Exchange students - International school	<b>26</b>	2%	22	85%	<b>44</b>	3%	31	70%
Mechanical Engineering	<b>89</b>	10%	5	6%	<b>823</b>	90%	22	3%
Electrical Engineering	<b>275</b>	18%	6	2%	<b>1228</b>	82%	34	3%
Chemical Engineering	<b>247</b>	66%	6	2%	<b>127</b>	34%	4	3%
Biotechnology & Food Eng.	<b>254</b>	78%	10	4%	<b>72</b>	22%	3	4%
Aerospace Engineering	<b>63</b>	17%	0	0%	<b>314</b>	83%	7	2%
Industrial Eng. & Management	<b>380</b>	46%	7	2%	<b>440</b>	54%	9	2%
Mathematics	<b>31</b>	23%	4	13%	<b>106</b>	77%	11	10%
Physics	<b>37</b>	20%	3	8%	<b>148</b>	80%	14	9%
Chemistry	<b>62</b>	59%	4	6%	<b>43</b>	41%	3	7%
Biology	<b>259</b>	78%	27	10%	<b>73</b>	22%	21	29%
Architecture & Town Planning	<b>388</b>	65%	23	6%	<b>206</b>	35%	11	5%
Education in Technology & Science	<b>112</b>	43%	10	9%	<b>150</b>	57%	11	7%
Computer Science	<b>284</b>	22%	8	3%	<b>1019</b>	78%	57	6%
Medicine	<b>521</b>	54%	36	7%	<b>452</b>	46%	24	5%
Materials Engineering	<b>129</b>	43%	3	2%	<b>169</b>	57%	4	2%
Bio-Medical Engineering	<b>113</b>	61%	9	0%	<b>73</b>	39%	6	8%
<b>Total</b>	<b>3570</b>	<b>35%</b>	<b>189</b>	<b>5%</b>	<b>6510</b>	<b>65%</b>	<b>308</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.

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

**Table 12: Newly Registered Master's Students, academic semester Winter 2012 (Winter 2013). 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.	18	25%	54	75%	72
Mechanical Engineering	8	16%	42	84%	50
Electrical Engineering	6	9%	58	91%	64
Chemical Engineering	11	61%	7	39%	18
Biotechnology and Food Eng.	5	100%	0	0%	5
Aerospace Engineering	9	41%	13	59%	22
Industrial & Management Eng.	25	64%	14	36%	39
Mathematics	0	0%	3	100%	3
Physics	3	17%	15	83%	18
Chemistry	3	75%	1	25%	4
Biology	9	75%	3	25%	12
Applied Mathematics	0	0%	3	100%	3
Architecture & Town Planning	25	49%	26	51%	51
Computer Science	4	31%	9	69%	13
Medicine	17	77%	5	23%	22
Materials Engineering	6	46%	7	54%	13
Bio-Medical Engineering	13	39%	20	61%	33
Nano-Science & Nano-Technology	4	80%	1	20%	5
Education in Technology & Sci.	4	44%	5	56%	9
Business Management	17	20%	66	80%	83
Energy	3	38%	5	63%	8
Robotics and Autonomous Systems	1	17%	5	83%	6
Polymer Eng.	2	50%	2	50%	4
Master of Engineering (general)	0	0%	7	100%	7
Design and Manufacturing Eng.	2	25%	6	75%	8
Real estate studies	3	13%	20	87%	23
<b>Total</b>	<b>200</b>	<b>31%</b>	<b>450</b>	<b>69%</b>	<b>650</b>

**Table 13: Newly Registered Doctoral Students,  
academic semester Winter 2012 (Winter 2013)**

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Faculty	Women Registered		Men Registered		Total Students Registered
	N	%	N	%	
Civil & Environmental Eng.	1	9%	10	91%	11
Mechanical Engineering	2	25%	6	75%	8
Electrical Engineering	2	14%	12	86%	14
Chemical Engineering	2	40%	3	60%	5
Biotechnology and Food Eng.	7	88%	1	13%	8
Aerospace Engineering	1	33%	2	67%	3
Industrial & Management Eng.	5	63%	3	38%	8
Mathematics	1	50%	1	50%	2
Physics	0	0%	8	100%	8
Chemistry	4	80%	1	20%	5
Biology	3	100%	0	0%	3
Applied Mathematics	0	0%	0	0%	0
Architecture & Town Planning	5	100%	0	0%	5
Computer Science	0	0%	4	100%	4
Medicine	3	50%	3	50%	6
Materials Engineering	2	100%	0	0%	2
Bio-Medical Engineering	2	67%	1	33%	3
Nano-Science & Nano-Technology	1	20%	4	80%	5
Education in Technology & Sci.	4	80%	1	20%	5
Business Management	0	0%	0	0%	0
Energy	2	50%	2	50%	4
Robotics and Autonomous Systems	0	0%	1	100%	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
Real estate studies	0	0%	0	0%	0
Biotechnology inter unitary	3	100%	0	0%	3
Total	50	44%	63	56%	113

**Table 14: Percentage of Women Students by Graduate Program and Degree, Spring 2013**

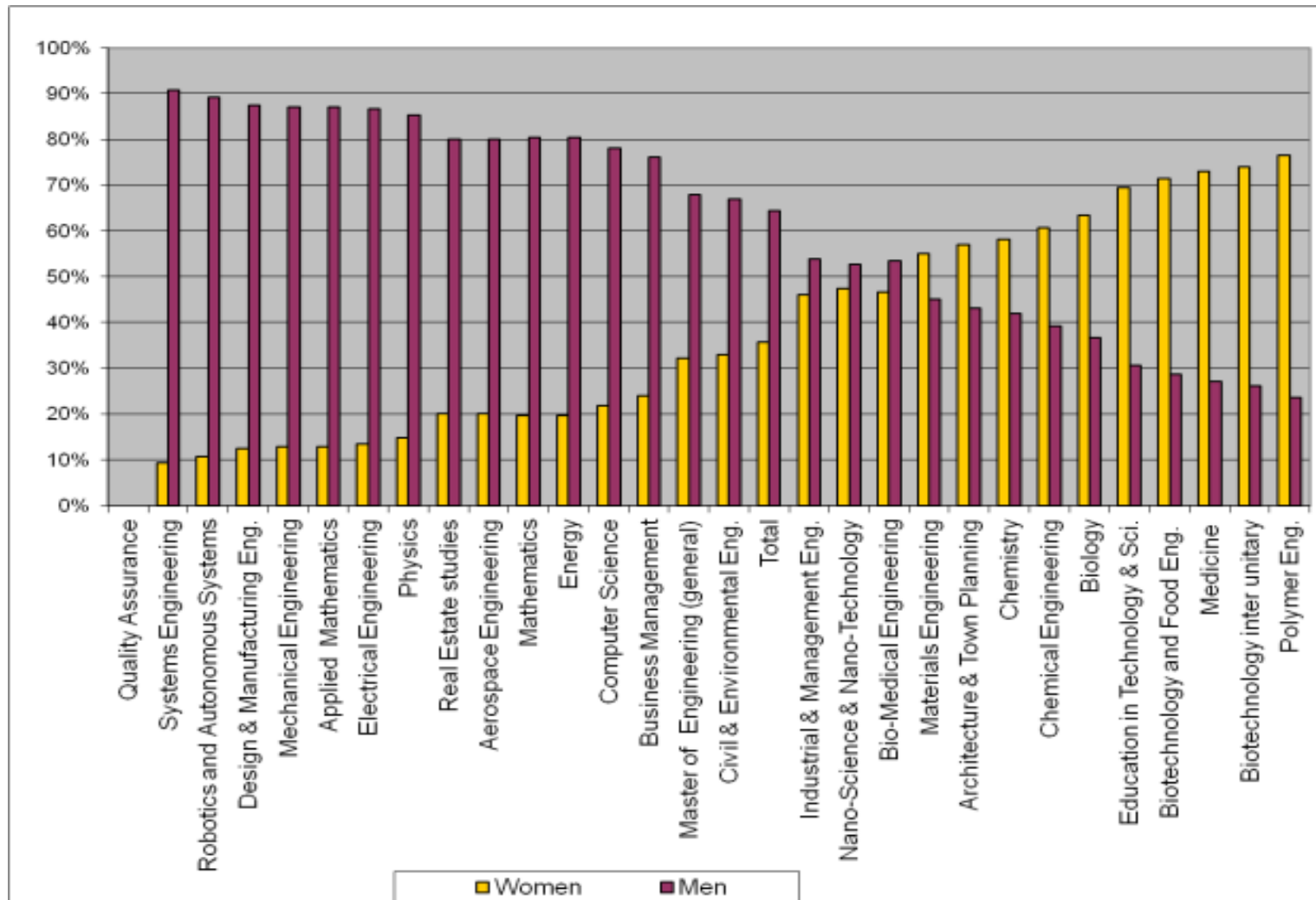
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Graduate Program	Total Graduate		Master			Doctorate		
	Total Number	Women %	Total	Women		Total	Women	
				Number	%		Number	%
Civil & Environmental Eng.	382	33%	308	100	32%	74	26	35%
Mechanical Engineering	318	13%	259	31	12%	59	10	17%
Electrical Engineering	455	13%	372	50	13%	83	11	13%
Chemical Engineering	79	61%	50	31	62%	29	17	59%
Biotechnology and Food Eng.	77	71%	39	28	72%	38	27	71%
Energy	69	22%	60	13	0%	9	2	0%
Aerospace Engineering	155	20%	131	24	18%	24	7	29%
Industrial & Management Eng.	241	46%	180	84	47%	61	27	44%
Mathematics	51	20%	25	6	24%	26	4	15%
Physics	156	15%	87	15	17%	69	8	12%
Chemistry	93	58%	39	18	46%	54	36	67%
Biology	120	63%	53	32	60%	67	44	66%
Applied Mathematics	31	13%	18	2	11%	13	2	15%
Architecture & Town Planning	260	57%	214	116	54%	46	32	70%
Computer Science	174	22%	114	21	18%	60	17	28%
Medicine	248	73%	114	88	77%	134	93	69%
Materials Engineering	91	55%	64	36	56%	27	14	52%
Bio-Medical Engineering	116	47%	94	45	48%	22	9	41%
Nano-Science & Nano-Technology	76	47%	36	20	56%	40	16	40%
Education in Technology & Sci.	72	69%	35	27	77%	37	23	62%
Business Management	142	24%	142	34	24%	0	0	0%
Quality Assurance	0	0%	0	0	0%	0	0	0%
Biotechnology inter unitary	23	74%	3	2	67%	20	15	75%
Polymer Eng.	17	76%	13	9	69%	4	4	100%
Master of Engineering (general)	28	32%	28	9	32%	0	0	0%
Design & Manufacturing Eng.	32	13%	32	4	13%	0	0	0%
Systems Engineering	97	9%	97	9	9%	0	0	0%
Real Estate studies	55	20%	55	11	20%	0	0	0%
Robotics and Autonomous Systems	28	11%	26	3	12%	2	0	0%
<b>Total</b>	<b>3686</b>	<b>36%</b>	<b>2688</b>	<b>868</b>	<b>32%</b>	<b>998</b>	<b>444</b>	<b>44%</b>

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

**Figure 9: Women Enrolled Graduate Students by Academic Unit, 2013**  
**Master's and Ph.D. degrees combined; Faculties arranged by increasing percentage of women**

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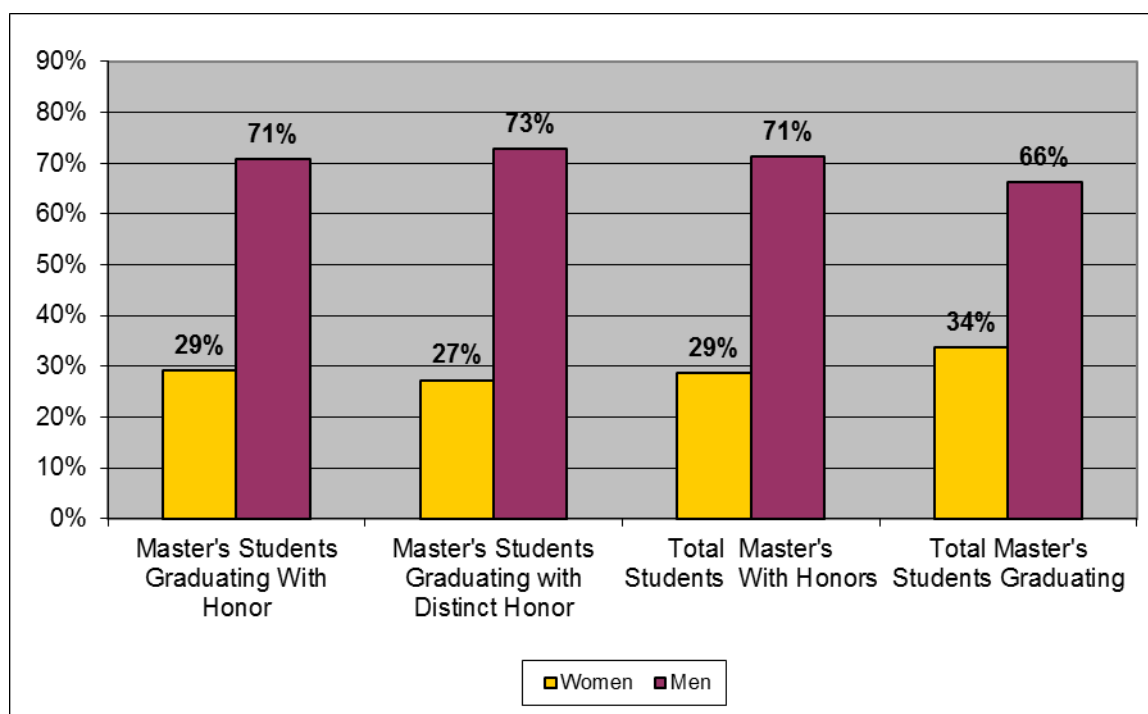
**Table 15: Comparison of Women and Men  
Graduate Students with Honors – 2012-13**

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	Total	Women		Men	
		No.	%	No.	%
<b>Master's Students Graduating With Honor</b>	65	19	29%	46	71%
<b>Master's Students Graduating with Distinct Honor</b>	22	6	27%	16	73%
<b>Total Master's Students With Honors</b>	87	25	29%	62	71%
<b>Total Master's Students Graduating</b>	612	206	34%	406	66%

**Figure 10: Comparison of Women and Men  
Graduate Students with Honors – 2012-13**

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## Table 16: Graduate Scholarship Holders (1-2 units), Winter, 2012

\*Data from the Graduate Dean office

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	1 Portion Scholarship				2 Portion Scholarship			
	Men Holders		Women Holders		Men Holders		Women Holders	
	Months	%	Months	%	Months	%	Months	%
Civil & Environmental Engineering	0	0%	6	100%	18	49%	19	51%
Mechanical Engineering	18	100%	0	0%	87	95%	5	5%
Electrical Engineering	35	97%	1	3%	176	0%	17	0%
Chemical Engineering	0	0%	5	100%	0	0%	0	0%
Biotechnology & Food Eng.	0	0%	8	100%	5	56%	4	44%
Aerospace Engineering	0	0%	0	0%	9	75%	3	25%
Industrial Eng. & Management	0	0%	2	100%	0	0%	0	0%
Mathematics	12	100%	0	0%	5	100%	0	0%
Physics	28	100%	0	0%	12	100%	0	0%
Chemistry	0	0%	10	100%	0	0%	12	100%
Biology	1	100%	0	0%	18	100%	0	0%
Applied Mathematics	1	100%	0	0%	0	0%	0	0%
Architecture & Town Planning	0	0%	9	100%	0	0%	21	100%
Computer Science	29	100%	0	0%	73	78%	20	22%
Medical Science	12	35%	22	65%	24	26%	70	74%
Materials Engineering	0	0%	0	0%	0	0%	0	0%
Bio-Medical Engineering	1	0%	5	0%	1	17%	5	83%
Nano- Technology	6	100%	0	0%	12	40%	18	60%
Education in Technology & Science	65	54%	56	46%	33	37%	56	63%
Biotechnology inter unitary	12	100%	0	0%	0	0%	0	0%
Polymer Eng.	0	0%	0	0%	0	0%	0	0%
Robotics and Autonomous Systems	0	0%	0	0%	0	0%	0	0%
Energy	10	0%	0	0%	9	0%	0	0%
<b>Total</b>	<b>230</b>	<b>65%</b>	<b>124</b>	<b>35%</b>	<b>482</b>	<b>66%</b>	<b>250</b>	<b>34%</b>

**Table 16 (Con.): Graduate Scholarship Holders (3-4 units),  
Winter 2012**

Faculty	3 Portion Scholarship				4 Portion Scholarship			
	Men Holders		Women Holders		Men Holders		Women Holders	
	Months	%	Months	%	Months	%	Months	%
Civil & Environmental Engineering	48	47%	55	53%	179	52%	166	48%
Mechanical Engineering	43	100%	0	0%	162	77%	48	23%
Electrical Engineering	27	69%	12	31%	0	0%	0	0%
Chemical Engineering	6	38%	10	63%	34	30%	78	70%
Biotechnology & Food Eng.	7	100%	0	0%	59	28%	152	72%
Aerospace Engineering	35	85%	6	15%	64	57%	49	43%
Industrial Eng. & Management	85	33%	176	67%	111	41%	158	59%
Mathematics	12	92%	1	8%	55	63%	32	37%
Physics	12	71%	5	29%	138	79%	36	21%
Chemistry	42	84%	8	16%	157	36%	276	64%
Biology	18	100%	0	0%	128	34%	251	66%
Applied Mathematics	9	100%	0	0%	24	67%	12	33%
Architecture & Town Planning	30	51%	29	49%	48	29%	116	71%
Computer Science	12	41%	17	59%	2	50%	2	50%
Medical Science	31	39%	48	61%	166	20%	645	80%
Materials Engineering	0	0%	4	100%	82	39%	126	61%
Bio-Medical Engineering	0	0%	0	0%	54	35%	100	65%
Nano- Technology	9	43%	12	57%	7	41%	10	59%
Education in Technology & Science	0	0%	36	100%	18	20%	73	80%
Biotechnology inter unitary	7	100%	0	0%	5	15%	29	85%
Polymer Eng.	0	0%	0	0%	0	0%	22	100%
Robotics and Autonomous Systems	0	0%	0	0%	26	0%	10	0%
Energy	1	0%	12	0%	0	0%	0	0%
<b>Total</b>	<b>434</b>	<b>50%</b>	<b>431</b>	<b>50%</b>	<b>1519</b>	<b>39%</b>	<b>2391</b>	<b>61%</b>

**Table 16 (Con.): Graduate Scholarship Holders (5-6 units),  
Winter 2012**

Faculty	5 Portion Scholarship				6 Portion Scholarship			
	Men Holders		Women Holders		Men Holders		Women Holders	
	Months	%	Months	%	Months	%	Months	%
Civil & Environmental Engineering	278	63%	161	37%	145	70%	61	30%
Mechanical Engineering	137	60%	93	40%	220	72%	85	28%
Electrical Engineering	751	77%	228	23%	195	82%	44	18%
Chemical Engineering	119	47%	136	53%	37	32%	80	68%
Biotechnology & Food Eng.	64	28%	165	72%	11	23%	36	77%
Aerospace Engineering	65	64%	36	36%	30	71%	12	29%
Industrial Eng. & Management	176	60%	118	40%	115	73%	43	27%
Mathematics	93	79%	24	21%	38	79%	10	21%
Physics	397	89%	47	11%	246	91%	25	9%
Chemistry	38	40%	58	60%	69	42%	94	58%
Biology	127	31%	289	69%	37	24%	120	76%
Applied Mathematics	58	100%	0	0%	12	50%	12	50%
Architecture & Town Planning	49	32%	102	68%	0	0%	33	100%
Computer Science	342	71%	138	29%	174	66%	90	34%
Medical Science	177	25%	529	75%	106	49%	112	51%
Materials Engineering	85	35%	155	65%	40	48%	43	52%
Bio-Medical Engineering	31	39%	48	61%	58	53%	51	47%
Nano- Technology	115	47%	129	53%	144	56%	113	44%
Education in Technology & Science	0	0%	16	100%	12	0%	0	0%
Biotechnology inter unitary	12	19%	50	81%	0	0%	68	100%
Energy	1	0%	10	0%	136	0%	56	0%
Robotics and Autonomous Systems	25	81%	6	19%	10	0%	0	0%
Polymer Eng.	12	0%	40	0%	1	0%	12	0%
<b>Total</b>	<b>3152</b>	<b>55%</b>	<b>2578</b>	<b>45%</b>	<b>1836</b>	<b>61%</b>	<b>1200</b>	<b>40%</b>

**Table 16 (Con.): Graduate Scholarship Holders (7-8 units),  
Winter 2012**

Faculty	7 Portion Scholarship				8 Portion Scholarship			
	Men Holders		Women Holders		Men Holders		Women Holders	
	Months	%	Months	%	Months	%	Months	%
Civil & Environmental Engineering	22	71%	9	29%	0	0%	0	0%
Mechanical Engineering	41	93%	3	7%	0	0%	0	0%
Electrical Engineering	57	75%	19	25%	36	75%	12	25%
Chemical Engineering	12	80%	3	20%	7	100%	0	0%
Biotechnology & Food Eng.	0	0%	9	100%	0	0%	0	0%
Aerospace Engineering	20	100%	0	0%	0	0%	0	0%
Industrial Eng. & Management	6	33%	12	67%	0	0%	0	0%
Mathematics	0	0%	0	0%	0	0%	0	0%
Physics	46	73%	17	27%	0	0%	0	0%
Chemistry	12	50%	12	50%	0	0%	0	0%
Biology	5	83%	1	17%	0	0%	0	0%
Applied Mathematics	12	100%	0	0%	0	0%	0	0%
Architecture & Town Planning	0	0%	0	0%	0	0%	0	0%
Computer Science	42	53%	37	47%	0	0%	0	0%
Medical Science	12	21%	44	79%	0	0%	0	0%
Materials Engineering	29	100%	0	0%	0	0%	0	0%
Bio-Medical Engineering	0	0%	5	100%	0	0%	9	100%
Nano- Technology	24	44%	30	56%	12	100%	0	0%
Education in Technology & Science	0	0%	0	0%	0	0%	0	0%
Biotechnology inter unitary	19	68%	9	32%	0	0%	0	0%
Energy	17	0%	5	0%	0	0%	0	0%
Robotics and Autonomous Systems	0	0%	0	0%	0	0%	0	0%
Polymer Eng.	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>376</b>	<b>64%</b>	<b>215</b>	<b>36%</b>	<b>55</b>	<b>72%</b>	<b>21</b>	<b>28%</b>

**Table 16 (Con.): Graduate Scholarship Holders (9 units),  
Winter 2012**

Faculty	9 Portion Scholarship			
	Men Holders		Women Holders	
	Months	%	Months	%
Civil & Environmental Engineering	0	0%	0	0%
Mechanical Engineering	0	0%	0	0%
Electrical Engineering	0	0%	0	0%
Chemical Engineering	5	100%	0	0%
Biotechnology & Food Eng.	0	0%	0	0%
Aerospace Engineering	0	0%	0	0%
Industrial Eng. & Management	0	0%	0	0%
Mathematics	0	0%	0	0%
Physics	0	0%	0	0%
Chemistry	0	0%	0	0%
Biology	0	0%	0	0%
Applied Mathematics	0	0%	0	0%
Architecture & Town Planning	0	0%	0	0%
Computer Science	0	0%	0	0%
Medical Science	0	0%	0	0%
Materials Engineering	0	0%	0	0%
Bio-Medical Engineering	0	0%	0	0%
Nano- Technology	0	0%	0	0%
Education in Technology & Science	0	0%	0	0%
Biotechnology inter unitary	0	0%	0	0%
Energy	0	0%	0	0%
Robotics and Autonomous Systems	0	0%	0	0%
Polymer Eng.	0	0%	0	0%
<b>Total</b>	<b>5</b>	<b>100%</b>	<b>0</b>	<b>0%</b>

**Table 16 (Con.): Graduate Scholarship Holders (Tuition),  
Winter 2012**

Faculty	tution Scholarship			
	Men Holders		Women Holders	
	Months	%	Months	%
Civil & Environmental Engineering	0	0%	8	100%
Mechanical Engineering	0	0%	0	0%
Electrical Engineering	4	100%	0	0%
Chemical Engineering	0	0%	0	0%
Biotechnology & Food Eng.	0	0%	0	0%
Aerospace Engineering	0	0%	0	0%
Industrial Eng. & Management	0	0%	12	100%
Mathematics	0	0%	0	0%
Physics	0	0%	3	100%
Chemistry	0	0%	7	100%
Biology	0	0%	3	100%
Applied Mathematics	0	0%	0	0%
Architecture & Town Planning	0	0%	6	100%
Computer Science	0	0%	2	100%
Medical Science	2	18%	9	82%
Materials Engineering	0	0%	2	100%
Bio-Medical Engineering	0	0%	3	100%
Nano- Technology	0	0%	3	100%
Education in Technology & Science	0	0%	0	0%
Biotechnology inter unitary	0	0%	1	100%
Energy	0	0%	0	0%
Robotics and Autonomous Systems	0	0%	0	0%
Polymer Eng.	0	0%	0	0%
<b>Total</b>	<b>6</b>	<b>9%</b>	<b>59</b>	<b>91%</b>

**Table 16 (Con.): Graduate Scholarship Holders (Soldiers),  
Winter 2012**

Faculty	soldiers Scholarship			
	Men Holders		Women Holders	
	Months	%	Months	%
Civil & Environmental Engineering	104	72%	40	28%
Mechanical Engineering	279	95%	15	5%
Electrical Engineering	291	100%	0	0%
Chemical Engineering	0	0%	20	100%
Biotechnology & Food Eng.	0	0%	0	0%
Aerospace Engineering	165	87%	24	13%
Industrial Eng. & Management	50	71%	20	29%
Mathematics	0	0%	0	0%
Physics	85	100%	0	0%
Chemistry	0	0%	0	0%
Biology	0	0%	0	0%
Applied Mathematics	10	100%	0	0%
Architecture & Town Planning	0	0%	10	100%
Computer Science	15	75%	5	25%
Medical Science	10	100%	0	0%
Materials Engineering	0	0%	10	100%
Bio-Medical Engineering	25	100%	0	0%
Master of Engineering (general)	45	90%	5	10%
Business Management	45	90%	5	10%
Design & Manufacturing Eng.	5	100%	0	0%
Energy	0	0%	10	100%
Robotics and Autonomous Systems	8	0%	0	0%
Polymer Eng.	0	0%	0	0%
<b>Total</b>	<b>1137</b>	<b>88%</b>	<b>164</b>	<b>13%</b>

**Table 17: Graduate Dropouts Percentage by Gender and Faculty  
Compared with Their Total Percentage, 2012**

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Faculty	Women				Men			
	Total Women		Dropouts		Total Men		Dropouts	
	N*	%**	N****	%*****	N*	%**	N****	%*****
Civil & Environmental Eng.	139	36%	13	9%	281	64%	25	9%
Mechanical Engineering	43	14%	2	5%	311	86%	34	11%
Electrical Engineering	69	15%	8	12%	424	85%	30	7%
Chemical Engineering	48	61%	0	0%	35	39%	4	11%
Biotechnology and Food Eng.	59	77%	4	7%	23	23%	1	4%
Energy	16	23%	1	6%	63	77%	9	14%
Aerospace Engineering	35	23%	4	11%	138	77%	14	10%
Industrial & Management Eng.	130	54%	19	15%	151	46%	21	14%
Mathematics	10	20%	0	0%	41	80%	0	0%
Physics	30	19%	7	23%	139	81%	6	4%
Chemistry	56	60%	2	4%	40	40%	1	3%
Biology	82	68%	6	7%	47	32%	3	6%
Applied Mathematics	6	19%	2	33%	32	81%	5	16%
Architecture & Town Planning	167	64%	19	11%	131	36%	19	15%
Computer Science	42	24%	4	10%	145	76%	9	6%
Medicine	191	77%	10	5%	69	23%	2	3%
Materials Engineering	54	59%	4	7%	44	41%	3	7%
Bio-Medical Engineering	60	52%	6	10%	65	48%	3	5%
Nano-Science & Nano-Technology	36	47%	0	0%	42	53%	2	5%
Education in Technology & Sci.	57	79%	7	12%	28	21%	6	21%
Business Management	40	28%	6	15%	112	72%	4	4%
Quality Assurance	0	0%	0	0%	1	100%	1	100%
Biotechnology inter unitary	18	78%	1	6%	14	22%	8	57%
Polymer Eng.	15	88%	2	13%	4	12%	0	0%
Master of Engineering (general)	14	50%	5	36%	23	50%	4	17%
Design & Manufacturing Eng.	4	13%	0	0%	29	88%	1	3%
Systems Engineering	9	9%	0	0%	88	91%	0	0%
Real Estate studies	11	20%	0	0%	44	80%	0	0%
Robotics and Autonomous Systems	3	11%	0	0%	27	89%	2	7%
Total	1416	38%	104	7%	2488	62%	114	5%



\* 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 2012**

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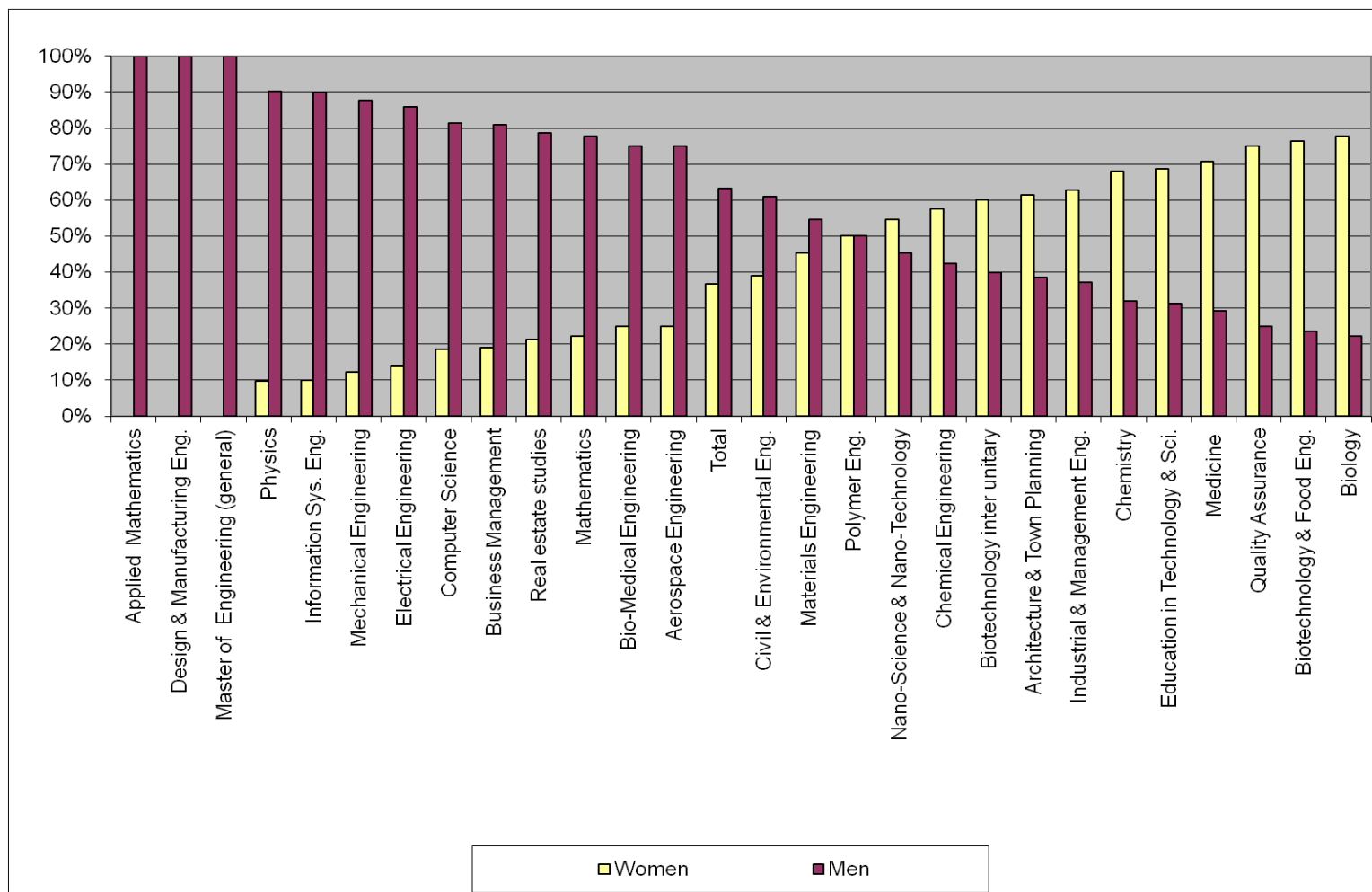
Graduate Program	Total		Master's			Doctorate		
	Total	Women	Total	Women		Total	Women	
	Number	%		N	%		N	%
Quality Assurance	4	75%	4	3	0%	0	0	0%
Architecture & Town Planning	52	62%	49	30	61%	3	2	67%
Biology	27	78%	12	9	75%	15	12	80%
Education in Technology & Sci.	16	69%	7	5	71%	9	6	67%
Civil & Environmental Eng.	100	39%	75	29	39%	25	10	40%
Bio-Medical Engineering	32	25%	28	7	25%	4	1	25%
Real estate studies	14	21%	14	3	21%	0	0	0%
Chemical Engineering	26	58%	20	11	55%	6	4	67%
Aerospace Engineering	16	25%	13	3	23%	3	1	33%
Biotechnology & Food Eng.	17	76%	12	10	83%	5	3	60%
Materials Engineering	22	45%	14	4	29%	8	6	75%
Electrical Engineering	64	14%	52	8	15%	12	1	8%
Mechanical Engineering	41	12%	34	4	12%	7	1	14%
Information Sys. Eng.	90	10%	90	9	10%	0	0	0%
Industrial & Management Eng.	51	63%	36	21	58%	15	11	73%
Business Management	94	19%	94	18	19%	0	0	0%
Biotechnology inter unitary	5	60%	4	2	50%	1	1	100%
Chemistry	25	68%	15	10	67%	10	7	70%
Computer Science	43	19%	28	6	21%	15	2	13%
Mathematics	9	22%	7	2	29%	2	0	0%
Applied Mathematics	8	0%	7	0	0%	1	0	0%
Nano-Science & Nano-Technology	11	55%	8	4	50%	3	2	0%
Physics	41	10%	29	1	3%	12	3	25%
Medicine	72	71%	43	31	72%	29	20	69%
Design & Manufacturing Eng.	1	0%	1	0	0%	0	0	0%

Master of Engineering (general)	1	0%	1	0	0%	0	0	0%
Polymer Eng.	2	50%	2	1	50%	0	0	0%
<b>Total</b>	<b>884</b>	<b>37%</b>	<b>699</b>	<b>231</b>	<b>33%</b>	<b>185</b>	<b>93</b>	<b>50%</b>

**Figure 11: Percentage of Master-Doctorate Women Students Graduating, 2012**

Faculties arranged by increasing percentage of women

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

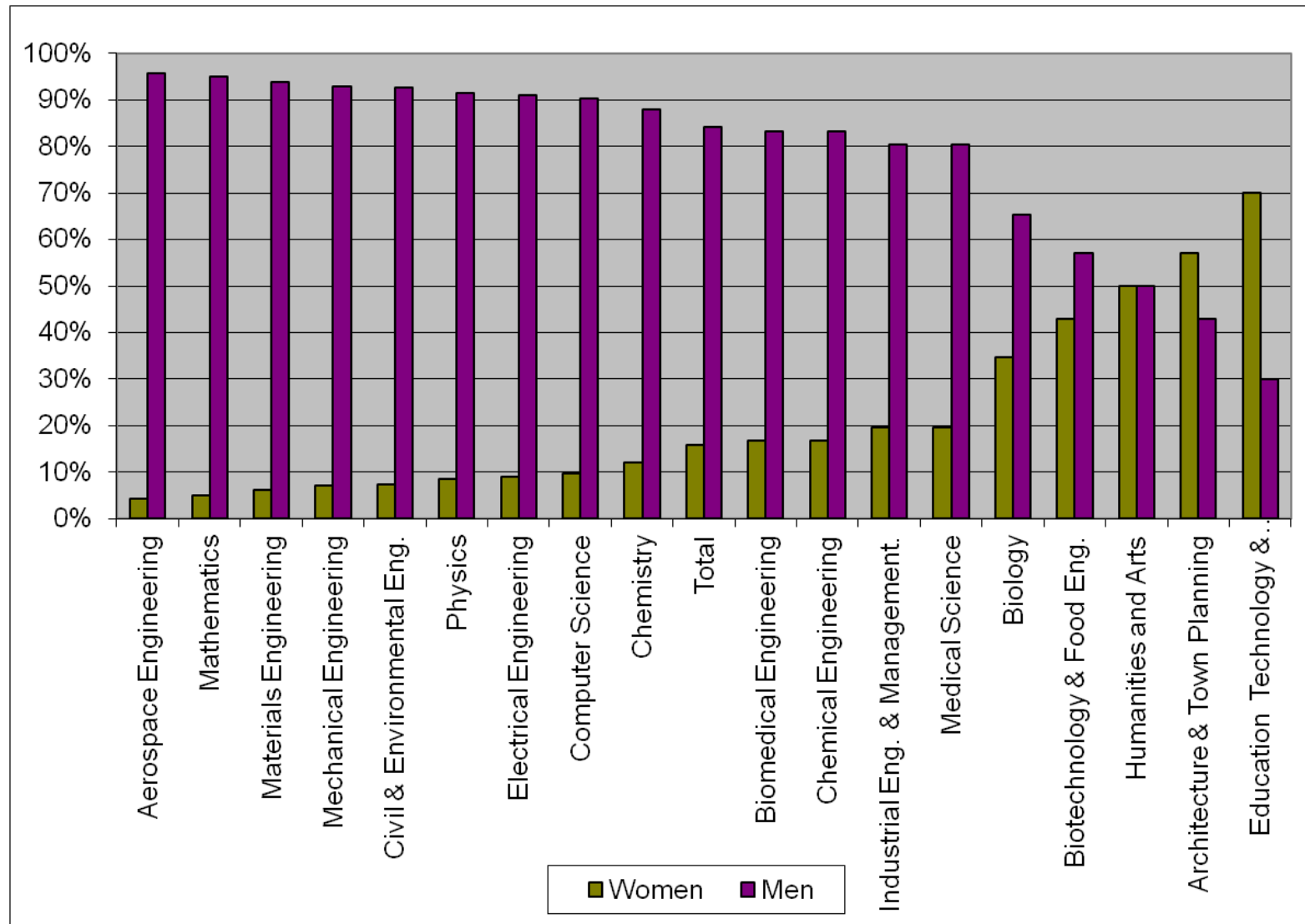
Table 23: Percentage of Women Faculty Members within Each Rank by Academic Unit 2013

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Faculty	Total Ranks			Full Professor			Associate Professor			Assistant Professor			Lecturer		
	Total	Women		Total	Women		Total	Women		Total	Women		Total	Women	
		N	%		N	%		N	%		N	%		N	%
Civil & Environmental Eng.	55	4	7%	16	1	6%	27	2	7%	10	1	10%	2	0	0%
Architecture & Town Planning	28	16	57%	2	1	50%	12	7	58%	9	4	44%	5	4	80%
Mechanical Engineering	42	3	7%	18	1	6%	11	1	9%	12	1	8%	1	0	0%
Materials Engineering	16	1	6%	9	0	0%	5	1	20%	2	0	0%	0	0	0%
Electrical Engineering	45	4	9%	25	3	12%	11	0	0%	9	1	11%	0	0	0%
Chemistry	25	3	12%	13	1	8%	6	0	0%	6	2	33%	0	0	0%
Chemical Engineering	18	3	17%	8	0	0%	8	3	38%	2	0	0%	0	0	0%
Biotechnology & Food Eng.	14	6	43%	3	0	0%	7	4	57%	4	2	50%	0	0	0%
Physics	35	3	9%	17	0	0%	10	2	20%	8	1	13%	0	0	0%
Mathematics	41	2	5%	24	2	8%	12	0	0%	5	0	0%	0	0	0%
Computer Science	52	5	10%	31	2	6%	14	1	7%	7	2	29%	0	0	0%
Aerospace Engineering	24	1	4%	12	0	0%	8	1	13%	2	0	0%	2	0	0%
Industrial Eng. & Management.	41	8	20%	17	2	12%	16	2	13%	7	3	43%	1	1	100%
Humanities and Arts	2	1	50%	1	1	100%	1	0	0%	0	0	0%	0	0	0%
Education Technology & Science	10	7	70%	1	1	100%	4	3	75%	3	2	67%	2	1	50%
Medical Science	46	9	20%	17	1	6%	12	3	25%	17	5	29%	0	0	0%
Biomedical Engineering	12	2	17%	2	0	0%	8	1	13%	2	1	50%	0	0	0%
Biology	26	9	35%	12	2	17%	4	3	75%	10	4	40%	0	0	0%
<b>Total</b>	<b>532</b>	<b>87</b>	<b>16%</b>	<b>228</b>	<b>18</b>	<b>8%</b>	<b>176</b>	<b>34</b>	<b>19%</b>	<b>115</b>	<b>29</b>	<b>25%</b>	<b>13</b>	<b>6</b>	<b>46%</b>

**Figure 14: Percentage of Women Faculty Members by Academic Unit 2013**

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**Table 24: Expected Retirements in the Next 3 Years**[Back to Text→](#)

	<b>Women</b>	<b>% Women</b>	<b>Men</b>	<b>% Men</b>
2013-2014	1	6%	16	94%
2014-2015	5	25%	15	75%
2015-2016	0	0%	19	100%
<b>Total</b>	<b>6</b>	<b>11%</b>	<b>50</b>	<b>89%</b>

**Table 25: Elected Senate Committees 2013**[Back to Text→](#)

<b>Name of Committee</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>Steering Committee</b>	<b>1</b>	<b>6%</b>	<b>15</b>	<b>94%</b>	<b>16</b>
<b>Standing Comm. For Undergrad. &amp; Graduate Studies</b>	<b>6</b>	<b>21%</b>	<b>22</b>	<b>79%</b>	<b>28</b>
<b>Sub-committee for approving courses</b>	<b>1</b>	<b>20%</b>	<b>4</b>	<b>80%</b>	<b>5</b>
<b>Appointments Comm. for Tenure and Senior Faculty</b>	<b>2</b>	<b>20%</b>	<b>8</b>	<b>80%</b>	<b>10</b>
<b>Committee For Honorary Degrees and Awards</b>	<b>2</b>	<b>17%</b>	<b>10</b>	<b>83%</b>	<b>12</b>
<b>Appointments Comm. for non-tenure track faculty</b>	<b>1</b>	<b>14%</b>	<b>6</b>	<b>86%</b>	<b>7</b>
<b>Academic Development Committee</b>	<b>1</b>	<b>8%</b>	<b>12</b>	<b>92%</b>	<b>13</b>
<b>Research Committee</b>	<b>2</b>	<b>33%</b>	<b>4</b>	<b>67%</b>	<b>6</b>
<b>Professor Representatives on the Board of Governors and the Steering Committee Group B</b>	<b>0</b>	<b>0%</b>	<b>3</b>	<b>100%</b>	<b>3</b>
<b>Professor Representatives on the Board of Governors</b>	<b>0</b>	<b>0%</b>	<b>4</b>	<b>100%</b>	<b>4</b>
<b>Judges In Prof. Rank</b>	<b>1</b>	<b>10%</b>	<b>9</b>	<b>90%</b>	<b>10</b>
<b>Judges In Associate Professor Rank</b>	<b>1</b>	<b>50%</b>	<b>1</b>	<b>50%</b>	<b>2</b>
<b>Judges In Senior Lecturer Rank</b>	<b>2</b>	<b>33%</b>	<b>4</b>	<b>67%</b>	<b>6</b>
<b>Search Committee For Technion-wide Deans</b>	<b>0</b>	<b>0%</b>	<b>5</b>	<b>100%</b>	<b>5</b>
<b>Search Committee For Presidential Appointments</b>	<b>0</b>	<b>0%</b>	<b>7</b>	<b>100%</b>	<b>7</b>

Inter Senate committee of universities for defending the academic independence of the Universities	0	0%	1	100%	1
president and vice president of the Court of Appeal	1	50%	1	50%	2
<b>Total</b>	<b>21</b>	<b>15%</b>	<b>116</b>	<b>85%</b>	<b>137</b>

**Table 27: Senior Top Management Members 2013**

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Senior Senate	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
President and vice presidents	0	0%	6	100%	6
Technion Deans	1	25%	3	75%	4
Academic Unit Deans	1	6%	17	94%	18
Appointed Senate Members	1	3%	35	97%	36
Appointed Senate Members by Academic Unit	4	13%	28	88%	32
Student representatives (observers without voting rights)	0	0%	2	100%	2
<b>Total</b>	<b>7</b>	<b>7%</b>	<b>91</b>	<b>93%</b>	<b>98</b>

**Table 26: Appointed Senate Committees under the responsibility of the Senior Executive Vice President 2013**

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Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Appointments Comm. For Honorary Degrees	1	11%	8	89%	9
Harvey Prize Comm.	0	0%	7	100%	7
Computer Development and Steering Comm.	0	0%	7	100%	7
Library Committee	2	33%	4	67%	6
Academic Council for Div. of Continuing Ed. & External Studies	3	33%	6	67%	9
<b>Total</b>	<b>6</b>	<b>16%</b>	<b>32</b>	<b>84%</b>	<b>38</b>

**Table 27: Appointed Committees under the responsibility of the Vice President for Academic Affairs 2013**

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Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Senate Faculty Appointments Committee	2	17%	10	83%	12
Faculty Prize Committee	1	14%	6	86%	7
Research Professor Appointments Comm.	1	17%	5	83%	6
Post-Doctoral Awards Committee	1	13%	7	88%	8
Student Disciplinary Tribunal	2	20%	8	80%	10
<b>Total</b>	<b>7</b>	<b>16%</b>	<b>36</b>	<b>84%</b>	<b>43</b>

**Table 28: Appointed Committees under the responsibility of the Vice President for Research 2013**

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Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Senate Reps. to the Advisory Council of the Neaman Institute	0	0%	10	100%	10
Helsinki Committee On Ethics in Human Clinical Experiments	1	20%	4	80%	5
Research Prize Committee	1	13%	7	88%	8
<b>Total</b>	<b>2</b>	<b>9%</b>	<b>21</b>	<b>91%</b>	<b>23</b>



**Table 29: Other Committees under the responsibility of the Vice President for Academic Affairs 2013**

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	0	0%	7	100%	7
Special Committee for nominating Research Professors	0	0%	6	100%	6
Election Committee	0	0%	3	100%	3
<b>Total</b>	<b>2</b>	<b>8%</b>	<b>24</b>	<b>92%</b>	<b>26</b>

**Table 30: Senior Top Management Members 2013**

Senior Senate	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
President and vice presidents	0	0%	6	100%	6
Technion Deans	1	25%	3	75%	4
Academic Unit Deans	1	6%	17	94%	18
Appointed Senate Members	1	3%	35	97%	36
Appointed Senate Members by Academic Unit	4	13%	28	88%	32
<b>Total</b>	<b>7</b>	<b>7%</b>	<b>89</b>	<b>93%</b>	<b>96</b>

**Table 31: Total of Senate Committees 2013**

Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Elected Senate Committees (Table 25)	21	15%	116	85%	137
Appointed Senate Committees (Table 26)	6	16%	32	84%	38
Appointed Committees under the responsibility of the Vice President for Academic Affairs (Table 27)	10	19%	44	81%	54
Appointed Committees under the responsibility of the Vice President for Research (Table 28)	2	9%	21	91%	23
Other Committees under the responsibility of the Vice President for Academic Affairs (Table 29)	2	8%	24	92%	26
Other Committees and Academic Bodies under the responsibility of the President (Table 32)	0	0%	3	100%	3
<b>Total</b>	<b>38</b>	<b>14%</b>	<b>232</b>	<b>86%</b>	<b>270</b>

**Table 32: Other Committees and Academic Bodies under the responsibility of the President**

Name of Committee	Committee Members				
	Women		Men		Total
	No.	%	No.	%	
Search Committee for Dean of the Div. of Continuing Ed. & External Studies	0	0%	3	100%	3
<b>Total</b>	<b>0</b>	<b>0%</b>	<b>3</b>	<b>100%</b>	<b>3</b>

**Table 33: Non-Tenure Track Positions**[Back to Text→](#)

	2010-2011			2011-2012			2012-2013		
	Women		Total	Women		Total	Women		Total
	No.	%		No.	%		No.	%	
<b>Research Track</b>	2	67%	3	1	33%	3	2	40%	5
<b>Regular Clinical Track</b>	22	22%	98	10	12%	81	10	13%	79
<b>Clinical Track</b>	47	18%	264	89	28%	314	93	29%	325
<b>Teaching Track</b>	9	60%	15	7	50%	14	7	47%	15
<b>Adjuncts</b>	659	36%	1835	676	36%	1897	652	36%	1825
<b>Total</b>	<b>739</b>	<b>33%</b>	<b>2215</b>	<b>783</b>	<b>34%</b>	<b>2309</b>	<b>764</b>	<b>34%</b>	<b>2249</b>