

December 4, 2012

Response to the Evaluation Report of the Committee for the Evaluation of Sociology and Anthropology Study Programs

On behalf of the members of the Department of Sociology and Anthropology at the University of Haifa, I wish to thank you very much for your thorough and detailed report concerning our Department, and the more general report concerning the discipline in Israel. Upon receiving your report from the Rector's office I sent it to all members of the Department, invited all the faculty members to a full-day retreat to discuss your report in detail, and established an ad-hoc committee (with three of the most senior faculty) to formulate our response. This letter is, in essence, the summation of this three-stage process.

Before I move to the more specific points, I would like to thank the Committee for their in-depth analysis of our Department, and to convey to you our pride in the Department in the light of your very positive and encouraging report on our high level of research and publications, as well as on our teaching curriculum.

In what follows, I wish to respond in more detail to your highly important recommendations (numbered 1– 4 on pages 11 in your report):

1. Formulate a 5-year strategic plan:

Following your recommendation, we went on a full-day retreat to discuss the report. In addition, I established an ad-hoc committee that will continue these deliberations with the aim of presenting a proposal by the end of 2013 to the Department.

2. Increase the faculty to 19-20 FTEs:

We welcome any recommendation to increase the FTEs in the Department, and call upon the University to consider restoring the number of faculty members to its previous level of

24 FTEs. That said, since the evaluation took place, the Department was allowed to recruit new members, and at present, the Department has 19.75 FTEs.

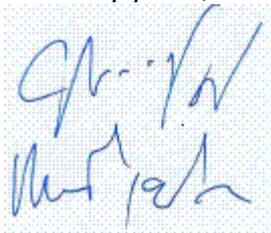
3. Recruit an Organization Sociologist and an Anthropologist:

The response above indicates that the size of the faculty fulfills the committee's recommendation to recruit two additional faculty members. If new positions become available, we would be more than happy to consider the Committee's recommendations in this regard. However, I must emphasize here that both the senior leadership of the department and I do not necessarily agree with *this* strategic plan. First, as you have indicated in Recommendation 1 above, you allowed us a year to work on a 5-year strategic plan. Whether this plan will result in similar recommendations is not clear at the moment. More importantly, however, I should emphasize here that in the past five years we have been searching—with little success—for a world-class researcher in the field of organizational sociology. As for anthropology, we do not see such recruitment justifiable on two accounts: (i) no other field in the Department has 4 FTEs and (ii) the 10-year average intake of graduate students in Anthropology has been too small to warrant additional (a fifth) anthropologist (about 5 M.A. and 1 Ph.D. students per year).

4. University funding of graduate training should increase:

We would be very happy if this recommendation is positively considered by the University.

Sincerely yours,



Prof. Meir Yaish, Chair
Department of Sociology and Anthropology
University of Haifa
Israel