

## Haifa University

### 1. Information:

The evaluator used the following documents:

- a. The evaluation committee's report of August 2012
- b. Implementation report submitted by the institution on 18 December 2014
- c. Other documents: CVs for new faculty members (Feinstein and Levanon), and document listing names of academic staff and descriptions of curricula and courses in BA, MA and PhD courses, submitted by Haifa University along with their implementation report

### 2. Did the institution implement the evaluation committee's recommendations?

<b>Recommendations</b>	<b>Was the recommendation implemented? Yes/No/Partially</b>	<b>Is the implementation of this recommendation is crucial for the study program to continue? Yes/no</b>	<b>Is there a need for further follow up before the next round of evaluation? Yes/no/partially</b>	<b>Notes</b>
Department should formulate a strategic plan for the next 5 years, indicating its plans for the future and areas in which it would like to invest. The University should assist the DSA by giving special consideration to faculty candidates who are both excellent and fit with the DSA's vision. The plan should be submitted within a year.	Partially. The DSA reports that it is still working on this plan. BA and MA committees are working on changes to the core curricula. The DSA has followed up on some of the evaluation committee's recommendations (e.g., opened a parallel professional track in organizational sociology and a program in Sociology for teachers; made it easier for students new to Sociology and Anthropology to enter the MA programs; opened	Yes	No	The DSA is making progress on implementing the evaluation committee's recommendations

	registration for BA programs also in the spring semester; introduced new research methods courses MA and PhD			
Expand the DSA to 19-20 FTEs within 4 years, so as to maintain research excellence in key subfields, support growth in graduate training, and continue the DSA's commitment to a diverse undergraduate student body	Yes. The DSA now comprises 19.75 FTEs	Yes	No	Despite the increase in FTEs, the size of the DSA is still well below its previous size of 24 FTEs. Further increase in FTEs may still be desirable in order to meet the DSA's needs
There is a need to hire an organizational sociologist and anthropologist to meet DSA's needs for expansion and retirement of faculty. These should be filled within three years	No. The 2 additional faculty members are not in these subfields (Feinstein's research is in areas of political sociology, nationalism, peace and security; while Levanon's focus is stratification, gender, immigration). The DSA reports that it has been searching for an excellent organizational sociology for the past 5 years without success. It also says that recruiting an anthropologist is not justifiable given DSA's needs	Yes	Yes	The DSA has not yet completed its 5-year plan, so it is still unclear whether recruitment of an organizational sociologist and anthropologist will be consistent with the new plan.
The DSA should be allotted a greater level of support from the university administration for fellowships and	Partially. The University has steadily increased the allocations for scholarships over the	Yes	No	The DSA appears to be making steady progress in

assistantships for MA and PhD students	past 6 years. The DSA is also expecting researchers to finance students by acquiring competitive research funds			achieving this recommendation
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3. Conclusions regarding the implementation of the recommendations. Please include operative recommendations for the continuation of the follow up to be implemented by the institution's administration, department, CHE, PBC, etc.

The Department has been working to implement the evaluation committee's recommendations. In particular, good progress has been made on making needed changes to the BA and MA curricula, and in providing additional funding for MA and PhD students. On the other hand, the DSA has not yet finalized a 5-year strategic plan that would guide faculty recruitment. Therefore, it is still unclear whether the Department will accept the evaluation committee's recommendations regarding the recruitment of an anthropologist. The DSA seems to recognize the need to recruit a world-class organizational sociologist, and has been trying to do this for some time.

**General observations:**

This part should include your review on the effect of the process on the quality of the evaluated field in the higher education system Israel.

My observations address issues that are common to several, if not all, departments that were evaluated.

- The evaluation process stimulated each of the 8 Departments of Sociology and Anthropology to assess their strengths and weaknesses. The departments benefited from both from having to conduct a self-study and to respond to the evaluation committee's recommendations.
- The departments have generally made good progress in implementing the evaluation committee's recommendations. In a number of cases, though, the department has been hampered in addressing the recommendations due to budgetary constraints imposed by the University. For example, some departments have not been permitted them to hire needed faculty and thus to implement curricular changes (such as strengthening their statistical offerings or developing additional MA concentrations).
- There does not seem to have been any attempt to develop a cross-university consortium that would facilitate graduate study in anthropology. Several departments have been able to enhance their anthropological offerings, however.
- Inadequate library resources remain a problem for several departments.
- The expansion of applied programs at the graduate level remains a concern. Departments should continue to monitor these programs (especially those in applied organizational studies) so as to balance academic goals with the desires for greater enrollments.

