



Committee for the Evaluation of Archaeology Study Programs

**The University of Haifa
Faculty of Humanities
Department of Archaeology
Evaluation Report**

November 2011

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Chapter 1: Background

The Council for Higher Education (CHE) decided to evaluate study programs in the field of Archaeology during the academic year 2010 – 2011.

Following the decision of the CHE, the Minister of Education, who serves ex officio as a Chairperson of the CHE, appointed a Committee consisting of:

- **Prof. Charles Stanish, Cotsen Institute of Archeology, University of California, USA– Committee Chair**
- **Prof. Susan Alcock, Joukowsky Institute for Archaeology, Brown University, USA**
- **Prof. Ofer Bar-Yosef, Department of Anthropology, Harvard University, USA**
- **Prof. Manfred Bietak, Vienna Institute of Archaeological Science (VIAS), University of Vienna, and Austrian Academy of Sciences, Austria**
- **Prof. Margalit Finkelberg, Department of Classics, Tel Aviv University, Israel**
- **Prof. Amihai Mazar, Institute of Archaeology, Hebrew University of Jerusalem, Israel**
- **Dr. Melinda A. Zeder, National Museum of Natural History, Smithsonian Institution, USA**

Ms. Alisa Elon, Coordinator of the Committee on behalf of the CHE.

Within the framework of its activity, the Committee was requested to:

1. Examine the self-evaluation reports, submitted by the institutions that provide study programs in Archaeology, and to conduct on-site visits at those institutions.
2. Submit to the CHE an individual report on each of the evaluated academic units and study programs, including the Committee's findings and recommendations.
3. Submit to the CHE a general report regarding the examined field of study within the Israeli system of higher education including recommendations for standards in the evaluated field of study.

The Committee's letter of appointment is attached **as Appendix 1**.

The entire process was conducted in accordance with the CHE's Guidelines for Self-Evaluation (of October 2009).

Chapter 2: Committee Procedures

The Committee held its first meetings on February 15, 2011 during which it discussed fundamental issues concerning higher education in Israel, the quality assessment activity, as well as Archaeology study programs.

The Committee held two cycles of visits; the first cycle in February 2011 and the second in May 2011.

During the visits, the Committee met with various stakeholders at the institutions, including management, faculty, staff, and students.

This report deals with Archaeology studies in the Department of Archaeology at the University of Haifa.

The Committee's visit to the University of Haifa took place in May 18-19, 2011. The Committee thanks the management of the University of Haifa and the Department of Archaeology for their self-evaluation report and for their hospitality towards the Committee during its visit at the institution.

The schedule of the visit, including the list of participants from the institution, is attached as **Appendix 2**.

Chapter 3: Evaluation of Archaeology studies in the Department of Archaeology at the University of Haifa

- *This Report relates to the situation current at the time of the visit to the institution, and does not take account of any subsequent changes. The Report records the conclusions reached by the Evaluation Committee based on the documentation provided by the institution, information gained through interviews, discussion and observation as well as other information available to the Committee.*

PREAMBLE

The following assessment was prepared with the help of the sincere and frank statements by the Rector, the Dean and Head of the Department. Equally candid were the interviews with the senior and junior faculty staff, associate lecturers and students. This Committee gained the impression that the University administration at all levels is sincerely interested in strengthening archaeology in what will be a difficult period in the immediate future. We commend the attitude exhibited by all administrators and faculty members during our review.

The Committee understands that its mission to evaluate the Department of Archaeology was the only unit to conduct the CHE self-evaluation report. However, because the Department of Maritime Civilizations (hereafter “DMC”) also conducts research and teaches archaeology, we cannot give sound advice without considering this department to some extent, especially as there are cross-appointments of faculty and lab facilities used by students of both institutions. Therefore we tried, in ad hoc meetings with the head and two more members of the DMC, to gather information relevant to our mandate.

EXECUTIVE SUMMARY

The Department of Archaeology and related faculty members in the Department of Maritime Civilizations at the University of Haifa perform at a commendably high level. The study program, at all degree levels, meets its goals of providing a comprehensive education in archaeology that equips students with the capacity to perform archaeological research and understand archaeological information. The Department successfully offers a well-integrated program that blends archaeological, historical and scientific perspectives in the study of peoples of coastal and inland Eastern Mediterranean over a broad sweep of time. The department has a medium-size faculty that, as a body, has had considerable success in obtaining external funding for their own and for student research. University of Haifa archaeologists produce in the aggregate a large volume of scholarly output in high-profile journals and recognized academic book publishers. Graduates of the department are well-positioned to compete on the challenging archaeological job market within Israel. The department also distinguishes itself within the realm of higher archaeological education in Israel with its outstanding -- and in some cases entirely unique -- resources and study opportunities, especially in the areas of archaeozoology and palynology. Its desire to hire a scholar focusing on Islamic archaeology will add yet another dimension that will serve the student body of the University of Haifa.

Archaeological teaching and research at Haifa is at a real crossroads in its history. As is the case with other humanities departments at this university and elsewhere in Israel, enrollment numbers are declining – especially at undergraduate level. In addition, a third of the senior faculty will be retiring over the next, few years, vacating positions that, if left unfilled, will cripple the Department's ability to train competitive students. Also, despite its many unique features and high-level achievements in teaching and research, the Department has yet to articulate a compelling vision for itself that marks out its identity within the wider sphere of Israeli archaeology and that will enable it to chart its own future.

The University administration seeks both to increase student numbers and to commendably carve out competitive niches within Israeli higher education. We believe a merger of the Departments of Archaeology and Maritime Civilizations would serve these goals. Bringing together the considerable strengths of these two programs in terrestrial and nautical archaeology would create a unit focused on maritime, coastal, and inland interactions in the eastern Mediterranean that, with its combination of expertise, vicinity to sites, and teaching potentials would be unique to the University of Haifa. Not only would it solve internal problems and fill existing holes in each department, it would provide a viable future direction for archaeology at Haifa. This merger would create a department that would draw larger student numbers, at all degree levels; it would also crystallize existing strengths in each program into a unique and highly competitive research unit and study program that would distinguish the University of Haifa both within Israeli higher education and in the international arena.

We also endorse the Department's plans to augment its program in Islamic and Medieval archaeology that we believe will both serve the student body of the University of Haifa. If this hire takes place, Haifa will be one of only two institutions that will have positions in Islamic archaeology. In addition we believe that an expanded program in archaeological conservation would further strengthen the profile of the department.

RECOMMENDATIONS

1. We recommend that the two departments (Archaeology and Maritime Civilizations) currently housing academic archaeologists should be merged into one department. The committee believes that the merger of these two departments would solve a number of problems identified below and would be mutually beneficial to both departments. We would also suggest that both current departments in the proposed merger should retain some form of administrative autonomy for overseeing research.

2. In the event of a merged department, the University may wish to consider the introduction of undergraduate classes, and possibly the creation of an undergraduate track, in Maritime Archaeology. This merger would also provide a platform for the creation of an international program in Maritime Archaeology that would draw foreign students from around the world.
3. In the event of a merged department, the focus of the study program should broaden beyond the Land of Israel to include a greater emphasis on cultures of the eastern Mediterranean, including Aegean, Syrian Anatolian and Egyptian cultures. Undergraduate courses that put the human endeavor in Israel and the eastern Mediterranean in a broader global perspective would also be welcome. If there is no merger, the University should still seek to expand the curricula along these suggested lines in either remaining department.
4. Levels of support for archaeology must be adjusted to take into account the natural science focus of many faculty members. As discussed in the General Report, the topics that are researched and taught in archaeology range from the most humanistic to the most scientific. Funding is inadequate for scientific archaeology if it is based on the research needs of most humanists.
5. The University is strongly urged to move forward with the hire of an archaeologist specializing in Islamic archaeology that is now in progress. The BA curriculum should expand its chronological focus to the Medieval and Islamic periods
6. The committee believes that the Biblical Archaeology component of the MA/PhD program should be augmented. This goal would be accomplished by the merger of Archaeology and Maritime Civilizations. This merger would add another senior faculty member specializing in this area and make it easier for students to maximize the remarkable resources of both of these departments for graduate training in archaeology.

7. The Department and the University should use the opportunity presented by pending retirements of senior faculty to fill the vacated positions as defined by the vision of land-and-sea interrelationship and its linkage with the history in the Eastern Mediterranean.
8. The MA track in Conservation Material Cultural Heritage is seriously understaffed and must be either substantially augmented or have the number of students reduced.
9. The University should give higher priority to excellence in teaching and research over gross student numbers in the evaluation and the allocation of resources to the Department of Archaeology. Admission standards at both the BA and the MA level should be raised to a level more commensurate with the high standards of performance demanded of students in this department.
10. We suggest that financial support for students at the MA and PhD level can be calibrated in a way that takes into account the higher costs of archaeological research. The current three-year limit of PhD level funding should be extended and allowances should be made for recipients to seek other forms of support, especially teaching opportunities.
11. The level of productivity and diversity of activities of this Department and its affiliated research institute more than justify the conversion of both the administrative secretary and the Zinman Institute manager's position to full-time permanent status.
12. Separate space should be found for the ground stone laboratory and conservation activities. Laboratory space dedicated to conservation should be sufficient to house both the teaching and research functions of this important new component of the Department.

13. All laboratories attached to the Recanati Institute (including those recently transferred to another department), should be included within the transfer of research functions of Maritime Civilizations to the new merged department of Archaeology and Maritime Civilizations.

BACKGROUND

Established 1983 with a BA, and in the early 90^s with MA and PhD programs the Department of Archaeology within the Faculty of Humanities has three traditional sections (prehistory, biblical period and classical period). In 1996 it was the first university in the country to add a medieval section. Now an Islamic section is envisaged and may be particularly attractive to the students of this university, as well as international students.

The position at the coast in the northern part of the country has encouraged research in the north, and reaching out into the greater area of Jerusalem. The students of the university come mainly from the northern Israel although students from throughout the country are studying archaeology at Haifa.

According to the university's self-evaluation report, the number of students in the department during 2009/2010 was as follows: 52 B.A. students, 28 M.A. and 23 Ph.D. students

MISSION AND GOALS

The goal of the department is to groom professional archaeologists at all three academic levels to a high level of competence and expertise in excavations, knowledge of settlement patterns, architecture and material culture of Israel and of the Eastern Mediterranean, and to promote general awareness of cultural heritage and material culture through the lens of archaeology. The Department seeks to realize these goals

through a broadly framed BA curriculum that becomes increasingly more focused on training professional archaeologists at the MA and PhD degree levels.

As laudable as these goals are, the Committee believes the Department has yet to articulate a mission or vision that defines its place within the University of Haifa and, even more importantly, within archaeology higher education in Israel and elsewhere. The lack of a coherent statement of the Department's mission acts as an impediment to this potentially strong department at a number of levels, ranging from its ability to draw students into its study program to its competitiveness within the wider sphere of University priorities. The need for such a vision is especially great in the context of declining undergraduate enrollment and the imminent retirement of almost one third of the senior faculty.

A compelling case can already be made for this Department's unique contribution to the University of Haifa's stated mission of building academic frameworks that can compete with other universities in Israel over budgets, faculty, and students. The department's well-integrated interdisciplinary mix of traditional and more scientific approaches to the archaeology of coastal and inland Israel; its incipient, but under-resourced, conservation program; and the planned incorporation of Islamic archaeology are all strengths that distinguish this program within the sphere of archaeology higher education in Israel.

At the same time, we believe that a merger of the Department of Archaeology with the now separate Department of Maritime Civilization would leverage both departments' considerable strengths and help address a number of challenges faced by each. This merger would create a program that unites the study of maritime, coastal and inland peoples in Israel through the combined perspectives of history, archaeology, and science. A new department ranged around such a vision would capitalize not only on the University of Haifa's coastal harbor-side location and its growing emphasis on marine studies, would also create a distinct and discrete identity for the department within Israeli higher archaeological education. Although there are several international underwater

archaeology programs, most of these programs emphasize deep-water recovery of shipwrecks. A conjoined Archaeology/Maritime Civilization program at Haifa focusing on interrelations between land and sea would be unique in the world. In short, it would create a powerful research niche that would significantly augment the University's academic profile both in Israel and in the international academic community.

We discuss this merger, how it might be accomplished, and the benefits it would accrue at greater length below.

CONTENT, STRUCTURE, AND SCOPE OF THE STUDY PROGRAM

Organizational Structure

The Department of Archaeology is a part of the Faculty of Humanities. As is the case across most archaeology programs in Israel, this placement causes structural problems due to the mismatch between the budgeting rates in the humanities and the costs of running an archaeology department that are more similar to those in the natural sciences. Nevertheless, we believe that archaeology should remain within Humanities. With the wide range of disciplinary approaches and methodologies practiced in archaeology today, archaeology could serve as a nexus for cross-disciplinary research that reaches across humanities, social sciences as well as the natural and exact sciences. Adjustments to the formula used in the allocation of resources to the Department, however, needs to be calibrated more toward that used in the natural sciences than in the humanities.

There is, however, a structural anomaly at Haifa that arises from the parallel existence of the *Department of Maritime Civilization*, now housed within the *Leon H. Charney School of Marine Sciences/ Faculty of Science*. Although it teaches only at the MA level, this high-profile department mirrors the Department of Archaeology in its melding of archaeology, historical texts, and the sciences. Its focus on the sea and harbors of the Eastern Mediterranean complements the Department's emphasis on coastal and inland areas. Both institutions work on their research in collaboration with endowment-funded

Institutes: the Department of Archaeology with the Zinman Institute of Archaeology and the DMC with the Leon Recanati Institute of Maritime Studies.

During the committee's visit to the University of Haifa, several leaders in the university explicitly asked for our opinion on a potential merger. These two departments have, since their creation, remained distinct from one another for reasons that no longer seem to be relevant. There is, moreover, reason to believe that the transfer of Maritime Civilization from the Faculty of the Humanities and its merger with departments focused more closely on marine biology and geosciences has encountered many serious, and apparently irreconcilable, difficulties that threaten the long-term viability of this important and unique program.

This merger will be much more successful, however, if it includes not just the archaeological component of the DMC but also its historical *and* scientific components. Underwater and coastal archaeology cannot do without the constant dialogue with the scientists who examine the geomorphological and biological environment of human utilization of the sea and coastal areas.

We further recommend that if the proposed merger occurs, both Departments retain some form of administrative semi-autonomy (perhaps as sub-departments or “wings”). This suggested structure allows for department-wide decision-making regarding curriculum, student counselling, and other teaching matters. However, it allows both units to retain their research character and strengths and avoids any perverse incentives to encroach on each research area.

The University should consider some meaningful linkage of the proposed blended Department housed within the Faculty of the Humanities with the *Leon H. Charney School of Marine Sciences*. This would provide the School with a beachhead in the humanities and would facilitate the cross-disciplinary goals that motivated the formation of this school in the first place. This new department would provide a cross-linkage with

the humanities parallel to that created by the planned maritime law unit housed in the Faculty of Social Sciences, expanding the School's reach to all sectors of the University's academic program.

Study Program

The Study Programs Committee under the head of the department regulates and reviews the study program. The MA and PhD Committee, under a different chairperson, accepts or rejects thesis projects and also assigns advisors if not yet been agreed upon beforehand. Studies are organized at the traditional three levels from BA to Ph.D.

BA Course of Study: BA studies are divided into: *Double major* (the credits points are divided equally between two departments) and *Single Major* (the credit points are obtained mainly in one department). Both tracks feature the option of gaining, within special courses and field schools, a Diploma in Field Archaeology as a way of obtaining excavation licenses, an option taken, it appears, by most students. In addition, a special BA option for obtaining tour guide certificates is offered in co-operation with the *Department of Geography*. The BA studies are envisaged on a 3-year time span. Outstanding students have, since 2009/10, been able to study within an accelerated track which combines BA + MA in 4 years. Very few students only use this option.

Within the BA level, students gain a general insight into the material culture of the region of Israel from prehistory up to the medieval periods plus an overview of the Near East. At the same time, students are trained in the scientific methodology needed for contemporary fieldwork. A thematic pro-seminar introduces students to academic writing and reading within specific selected topics. How to write site reports and an introduction to lithic and ceramic material are taught on the professional track of the Field Archaeology diploma courses in archaeological survey, stratigraphy and architectural surveying. The curriculum also includes some practical lab experience.

The Department is seeking to achieve a balance in its BA curriculum between a comprehensive introduction to archaeology in order to enhance archaeological literacy in Israel, on the one hand, and launching undergraduate majors on a path to becoming professional archaeologists, on the other. We believe, however, that the study program would benefit from a greater emphasis on the former goal, while deferring some of the more technical aspects of the BA curriculum (i.e. pottery analysis) to MA level training geared toward training professional archaeologists. We comment in more detail on this in our general report for all five archaeology departments in Israel.

If the creation of a new merged Department of Archaeology and Maritime Civilization goes forward, a new component “Marine Archaeology” could be added to the BA curriculum that would draw undergraduate majors (especially double majors) interested in marine studies. The add-on of an overseas Summer School in English would be most attractive to foreign students, some of whom might be likely - after such an initiation - to continue on this track at the University of Haifa.

MA and PhD Study Programs. As with all archaeology graduate programs in Israel, the MA course work requirements at Haifa have been significantly cut back in recent years, but have maintained nevertheless high standards of such work. The MA study program is very flexible, allowing students – as it does - to pursue tracks in any of the major chronological periods, the archaeological sciences, in its unique Conservation of Material Cultural Heritage program, or to design an individually tailored MA track that suits their own interests. The Department also offers an accelerated MA/PhD track for outstanding students.

Since 2010/11 Haifa has been offering a new MA track in Conservation of Material Cultural Heritage which includes classes in the chemistry- and other science departments from teachers outside the Department of Archaeology. This is a most welcome innovation unprecedented in archaeological study programs in Israel. Since this track was created after the self-evaluation report was written, we were not given an opportunity to

review the curriculum of this new program. Students following this track, however, seemed quite satisfied with the program and were generally keen about pursuing careers in this important realm of archaeological activity.

There is, however a serious imbalance between the c. 30 enrolled students and only 1 faculty position. This promising program will not meet international standards unless this imbalance is addressed by adding more staff in the different fields of conservation. The ratio of the number of students to resources needs to be brought more in line with standards set by programs outside of Israel. An additional position in conservation sciences is critical to the continued viability of the MA track in archaeological conservation. Additional laboratory space and equipment is also needed to bring this program more inline with international standards.¹

The MA and PhD programs also suffer from the loss of one of the two senior faculty specializing in Bronze and Iron Age archaeology, making it difficult to specialize in this central area of archaeological study in Israel. The current structural separation between the Departments of Archaeology and Maritime Civilization, along with the less specialized nature of graduate courses in the latter department that are pitched toward a broader audience of non-archaeologists, presents certain barriers to students seeking to frame a graduate program that crosses the disciplinary foci of these two closely related departments

FACULTY

Tenured and tenure-track senior faculty consist of 13 individuals filling 11 full-time positions (two positions are half-time with Maritime Civilizations, one position is half-time in the Land of Israel Studies and another in Art History). This group of people covers a wide range of chronological specializations (3 in prehistory, 1 in biblical

¹The curriculum of this new track was not checked by our committee as it was not part of the 2009/2010 academic year mandate given to us by CHE. In this light, we recommend a separate review by outside experts, in consultation with existing staff, of this curriculum compared to that of other international programs in Cultural Heritage and Conservation such as Delaware, NYU, UCL, and UCLA

periods, 3 in classical periods, and 1 focusing on Medieval crusader period archaeology). Two additional individuals are focused more specifically on the archaeological sciences (archaeozoology and geoarchaeology). Senior faculty also offer specialized expertise in various areas of the archaeological sciences (palynology, metallurgy, and INAA analysis of ceramics). One recent addition to the senior faculty specializes in archaeological conservation and heads the Department's new program in this area. Tenured posts are relatively evenly distributed across the levels of Senior Lecturer, Associate Professor, and Professor. We understand that an additional tenure-track position will be added next year with the hire of a prehistorian specializing in the study of ground stone artifacts through an Alon Fellowship.

In addition, there are only three adjunct lecturers, which can be considered as a small group in this category compared with the other archaeology-departments in Israel. They represent Biblical Archaeology and Classical Archaeology.

There are, however, some significant gaps in the faculty. In particular, the loss of a second senior faculty member in biblical archaeology reduces this critical component of the program to one full-time faculty member – with other positions in Maritime Civilization contributing to but not compensating for this gap. It is also notable that the faculty lacks any expertise in Islamic periods – a gap that presents a particular problem given the rich archaeological resources dating to Islamic periods in north coastal Israel and the large Arab population in the region and in the University's student body. But by far the most significant challenge the Department faces in the area of faculty is the pending retirement of four of its senior faculty in the next five years. The upcoming retirement of this large group of people presents a real challenge and an opportunity for the Department and the University.

To some extent the proposed merger of Archaeology and Maritime Civilization would help fill in some of the present gaps in the Department. This is particularly true in the area of biblical archaeology. The merger would also add a critical new component of

underwater archaeology bringing three individuals with capabilities in this demanding field (the only three such individuals in all of Israel) together with departmental archaeologists with extensive backgrounds in coastal and inland archaeology². Geoarchaeological and, potentially, biological expertise focusing on human use of and impact on the sea would be added to the Department's already strong terrestrial focus on human/environmental interactions.

The absence of coverage of Islamic periods would also be helped, but not solved, by the addition of a historian focusing on Islamic periods; and we were pleased to learn of the intention of the Faculty of Humanities to create a position in this area. This addition will enhance, in a meaningful way, the teaching program at Haifa University with its strong Arab community environment. Such an appointment would also promote the pre-existing program of Medieval Archaeology, which, at Haifa, has a natural geographical position.

However, this merger and the addition of this important position will not address the problem of the upcoming retirement of one third of the senior faculty of the Department. The Department of maritime Civilization also has a number of upcoming retirements. The continued viability of the Department (either in its current stand-alone context or as part of a merged Department of Archaeology and Maritime Civilization) hinges on University support for filling the positions of most, if not all, pending faculty retirements. Future replacements of retiring staff should be geared toward building the department's expertise in the archaeology of the eastern Mediterranean, maintaining current strengths in the archaeology of regions outside of Israel that served as major maritime trading partners.

²There is an underwater unit for archaeological rescue operations in the IAA with 2 positions under Ya'acov Sharvit, formerly under Udi Golani. This shows that there is a growing demand in this field in Israel. There is also growing interest abroad in this successful underwater archaeology program.

STUDENTS

Enrollment and Completion Rates

Student enrollment at the BA and MA levels has decreased by about 25%-30% from 2005/2006 to the 2009/2010 academic years. Similar observations among humanities departments can also be made in other parts of Israel. BA enrollment in 2010/2011 increased substantially, but it is still unknown if this is a temporary turn. The drop-out rate at the BA level over the past five years has varied from about 35%-50%, most of it occurring after the first year of study. Both the chair of the department and the BA students interviewed attribute this attrition rate to the contrast between low admission standards and the high demands of the BA curriculum at Haifa. There seems to be a different reason to the similar dropout rate at MA level, namely caused by lack of financial support for such students, although the low standards for admission to this program may also contribute to a high attrition rate at MA level.

The recommendations made above about broadening the undergraduate curriculum and putting off some of the more technical aspects of professional training to the MA stage, along with the proposed merger of Archaeology and Maritime Civilization and the addition of a BA track in maritime studies, may help increase student enrollment at the BA level. However, the Committee is concerned about the preferring of student numbers over excellence - which is especially counter-intuitive to a university that regards competitiveness in academic and research terms as central to its mission. We fear that a misguided emphasis on boosting student numbers keeps admission standards for this department unrealistically low resulting in the admission of a significant proportion of students attracted to this exciting field that are not well enough prepared to meet the Department's high standards of performance.

Financial Support

Financial support is essentially lacking for BA and MA level students. PhD level students enjoy somewhat better financial support, though the number of recipients has declined in recent years. However, the low level of support offered by this fellowship, its short three-

year tenure, and the bans on students awarded such funding seeking additional sources of revenue strike us as highly unrealistic. The latter restriction is particularly pernicious because it stops PhD candidates participating in teaching, thereby limiting their competitiveness on the job market after they graduate. Levels of support set for students in the humanities take into account neither the higher costs of archaeological research (field-schools and laboratory) nor the longer periods of writing, often lengthy, dissertations.

Students at both MA and PhD level may receive additional support by engaging in faculty research projects or in contract work sponsored by the Zinman Institute. Students pursuing MA and PhD research topics that are independent of the work of faculty are disadvantaged in their ability to raise the requisite financial support for their studies.

Student Counseling and Satisfaction

Students were generally positive about the level of counseling they received, both in framing their own curriculum and charting their future careers. We were particularly impressed by the commitment of the Department Chair by meeting with BA students every year to discuss curriculum choices and other matters. Students universally expressed high levels of satisfaction with the study program at all degree levels. We were particularly struck by the number of MA and Ph.D students attending the program who had obtained earlier degrees from other institutions. Students claimed that they were attracted to Haifa to work with a faculty member, to engage in an area of study not available elsewhere or to pursue higher-level studies in this nurturing and forward-looking department. We believe that this trend speaks to the excellence of this program and results in a more diversified student body and study program. We note here the rather large number of MA and PhD students compared to the small number of BA students indicating the success of the department in recruiting young researchers.

RESEARCH

Senior Faculty Research Productivity

Productivity of senior faculty is generally quite high, with several faculty members averaging three or more peer-reviewed publications per year and one member averaging considerably more. Many are involved in high profile, collaborative international research programs. These high output levels are seen across all research specializations, although publications focusing on prehistoric periods tend to appear at publication venues with a higher international profile. Publications tend to cover a range from highly descriptive and tightly focused papers on single artifacts or artifact types, excavation and analytical reports, up to broadly synthetic papers and books. Overall, there is a strong record of scholarly accomplishment and productivity - all the more remarkable, given the generally higher teaching loads of senior faculty in this department and the use of vacation time spent on field work

Grants

Departmental activity in research grants is very impressive. Over a five-year period from 2004/2005 to 2009/2010, senior faculty garnered substantial funding through competitive grants with an average application rate of nearly two grants a year. Some faculty members even submitted three to four grant applications a year. Success rates are quite high across the department – another impressive accomplishment. Granting agencies include the Israel Science Foundation and other Israeli funding institutions, as well as a number of highly competitive international organizations (the Leakey Foundation, Wenner-Gren, National Geographic Society, the Austrian Academy of Sciences). Clearly, this Department is performing at an internationally high level in terms of grants.

Student Research

We were extremely pleased to see that students are actively engaged on research, especially at the MA and PhD level. BA students also receive hands-on experience in research through faculty- and Institute- managed research projects. Faculty involvement in student research seems strong, with senior faculty acting as primary advisors on an

average of 5 MA theses and 3 PhD theses over the reporting period. Much of the body of study research is, understandably, associated with senior faculty research projects, though some students do pursue independent projects. The caliber of students seems quite high, with considerable success rates of PhD students in obtaining post-graduate employment (especially in post-graduate fellowships, at the IAA, and some in academic positions).

INFRASTRUCTURE

Laboratories

The 1986 donation to the Department for the *Zinman Institute* provides funds for the research labs and technical equipment for excavations and fieldwork. The Zinman Institute is also important for the students and for teaching as it provides working space and material for study, seminar work, MA and PhD theses. The Institute has an elected director and is run most efficiently by a manager who belongs also to the adjunct teaching staff. He also organizes rescue excavations, which bring in revenues for the institute. The connection with the Recanati Institute for Maritime Studies (*RIMS*) is highlighted by students and researchers of the Department of Archaeology working in the *Hatter Laboratory* of this institution.

The Zinman Institute houses a number of well-managed laboratories with remarkably good equipment and other facilities, given the self-supporting nature of the Institute. It is not just a collection of laboratories and project-assigned rooms. We especially appreciated the level of cross-Institute co-operation. The facilities include a Laboratory of Palynology (the only facility of its kind in Israel), which is now expanding out into phytolith and, soon, starch grain analysis – new branches of archaeobotany that are revolutionizing this field. The Laboratory of Archaeozoology built over the last decade is similarly impressive in its growing comparative collections and very high research-performance level. Other labs are devoted to geoarchaeology and archaeomaterials (shared with *RIMS*). The Institute's ground-stone tool laboratory (that will support the research of the incoming Alon Fellow) currently shares space with the newly launched

conservation program – a situation which falls far short of the needs of either of these areas of endeavor.

We also briefly toured some of the laboratories of the *RIMS*. These laboratories seem similarly well-managed and, with this Institute's larger endowment, even better equipped. These facilities are clearly a critical element in the research activities conducted in DMC which, given the challenges of underwater archaeology, require somewhat more sophisticated equipment and facilities than terrestrial archaeology.

Support Personnel

Our impression was that the Department's part-time administrative secretary has a larger workload than administrative secretaries in other humanities departments. In addition to general administrative duties, she is also tasked with coordinating field trips and mandatory participation in student excavation.

Similarly, the Zinman Institute administrator position previously funded by soft money has recently been converted to a fixed university-funded position. The part-time nature of this position is not commensurate with the needs of this important infrastructural arm of the Department's study and research programs. Other support personnel positions in the Institute (i.e. conservation and pottery restoration, photography, illustration) are supported by internal funding generated by the Institute.

Signed by:



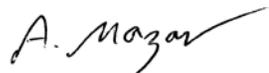
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Prof. Ofer Bar-Yosef



Prof. Margalit Finkelberg



Dr. Melinda A. Zeder

Appendices

Appendix 1- Copy of Letter of Appointment



January, 2011

Prof. Charles Stanish
Department of Archeology
University of California
USA

שר החינוך
Minister of Education
وزير التربية والتعليم

Dear Professor Stanish,

The State of Israel undertook an ambitious project when the Israeli Council for Higher Education (CHE) established a quality assessment and assurance system for Israeli higher education. Its stated goals are: to enhance and ensure the quality of academic studies; to provide the public with information regarding the quality of study programs in institutions of higher education throughout Israel; and to ensure the continued integration of the Israeli system of higher education in the international academic arena. Involvement of world-renowned academicians in this process is essential.

This most important initiative reaches out to scientists in the international arena in a national effort to meet the critical challenges that confront the Israeli higher educational system today. The formulation of international evaluation committees represents an opportunity to express our common sense of concern and to assess the current and future status of education in the 21st century and beyond. It also establishes a structure for an ongoing consultative process among scientists around the globe on common academic dilemmas and prospects.

I therefore deeply appreciate your willingness to join us in this crucial endeavor.

It is with great pleasure that I hereby appoint you to serve as the chair of the Council for Higher Education's Committee for the Evaluation of Archeology Studies.

The composition of the Committee will be as follows: Prof. Charles Stanish (Chair), Prof. Susan Alcock, Prof. Ofer Bar-Yosef, Prof. Manfred Bietak, Prof. Margalit Finkelberg, Prof. Amihai Mazar and Dr. Melinda A. Zeder.

Ms. Alisa Elon will coordinate the Committee's activities.

In your capacity as the chair of the Evaluation Committee, you will be requested to function in accordance with the enclosed appendix.

I wish you much success in your role as chair of this most important committee.

Gideon Saar
Sincerely,
Gideon Saar

Gideon Saar
Minister of Education,
Chairperson, The Council for Higher Education

Enclosures: Appendix to the Appointment Letter of Evaluation Committees

cc: Ms. Michal Neumann, The Quality Assessment Division
Ms. Alisa Elon, Committee Coordinator

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כתובת אתר המשרד: <http://www.education.gov.il>

Appendix 2- Site Visit Schedule



החוג לארכיאולוגיה
Department of Archaeology

לשכת הרקטור
Office of the Rector

Schedule of Site Visit – The Department of Archaeology

May 18-19, 2011

Wednesday, May 18, 2011:

Time	Subject	Participants	Room / Location
10:30-11:00	Opening session with the heads of the institution and the senior staff member appointed to deal with quality assessment	Prof. David Faraggi , Rector Prof. Batia Laufer , Vice Rector Ms. Ruchama Elad-Yarum , Assistant to the Vice-Rector Ms. Michal Daloya , Office of the Rector	Dept.'s meeting room, Zinman Institute, Room 4, Multi-purpose building, second floor
11:00-11:30	Meeting with the heads of the Faculty of Humanities	Prof. Reuven Snir , Dean of the Faculty of Humanities	Room 4, Multi-purpose building
11:30-12:15	Meeting with the heads of the department of Archaeology	Dr. Ayelet Gilboa , Chair of the Department of Archaeology	Room 4, Multi-purpose building
12:15-13:30	Meeting with Senior Academic Faculty* + representatives of relevant departmental committees*	Prof. Michal Artzy Prof. Guy Bar-Oz Prof. Adrian Boaz Dr. Adi Erlich Prof. Mina Evron Prof. Danny Kaufman , current Chair of MA and PhD committee (as Prof. Shalev is abroad) Dr. Ravit Linn Dr. Danny Nadel Prof. Ronny Reich , Chair of study program committee Prof. Arthur Segal Dr. Alexander Tsatskin	Room 4, Multi-purpose building
13:40-14:15	Lunch		Main Bldg, Restaurants Plaza, Staff dining room
14:15-15:15	Tour of campus	<u>Library</u> Prof. Guy Bar-Oz Dr. Ayelet Gilboa , Chair of the Department of Archaeology Ms. Ora Zehavi (Library staff) Zinman Institute + Dr. Michael Eisenberg Hatter Laboratory + Prof. Michal Artzy	

Time	Subject	Participants	Room / Location
15:15-15:45	Meeting with members of Dept. of Maritime Civilizations	Prof. Michal Artzy Prof. Ya'acov Kahanov	Room 4, Multi-purpose building

Thursday, May 19, 2011:

Time	Subject	Participants	Room / Location
9:30-9:40	Tour of the Pottery and Flint Collection Room	Accompanied by Dr. Ayelet Gilboa	Floor 2, Multi-purpose building
9:40-10:15	Meeting with adjunct lecturers*	Dr. Shai Bar Dr. Michael Eisenberg	Room 3, Floor -1 Multi-purpose building
10:15-11:00	Meeting with BA students**		Room 3, Floor -1 Multi-purpose building
11:00-11:45	Meeting with MA students**		Room 3, Floor -1 Multi-purpose building
11:45-12:30	Meeting with PhD students**		Room 3, Floor -1 Multi-purpose building

Time	Subject	Participants	Room / Location
12:30-13:15	Meeting of Alumni**		Room 3, Floor -1 Multi-purpose building
13:15-14:15	Lunch (Closed working meeting)		Room 3, Floor -1 Multi-purpose building
14:15-15:00	Summation meeting with heads of the institution and of the faculty and the department of Archaeology	Prof. Batia Laufer , Vice Rector Prof. Reuven Snir , Dean of the Faculty of Humanities Dr. Ayelet Gilboa , Head of the Department of Archaeology Ms. Ruchama Elad-Yarum , Assistant to the Vice-Rector Ms. Michal Daloya , Office of the Rector	Room 3, Floor -1 Multi-purpose building

*The heads of the institution and academic unit or their representatives will not attend these meetings.

** The visit will be conducted in English with the exception of students who may speak in Hebrew and anyone else who feels unable to converse in English.