



**Committee for the Evaluation of Political Science and International
Relations Programs**

**Hebrew University of Jerusalem
Departments of Political Science & International Relations**

September 2011

Dear Members of the Council for Higher Education,

In November 2010, the CHE approved the composition of the committee the Minister of Education, who serves ex officio as a Chairperson of the CHE, appointed the following committee to evaluate Political Science & International Relations Studies in Israel:

- **Prof. Thomas Risse, Otto Suhr Institute for Political Science, Freie Universität Berlin, Germany– Committee Chair**
- **Prof. Gabriel Ben Dor, School of Political Sciences, University of Haifa, Israel¹**
- **Prof. Benjamin Jerry Cohen, Department of Political Science, University of California, Santa Barbara, USA**
- **Prof. Abraham Diskin, Department of Political Science, Hebrew University of Jerusalem, Israel and Lauder School of Government, Diplomacy, and Strategy, Interdisciplinary Center, Herzliya, Israel²**
- **Prof. Galia Golan, Lauder School of Government, Diplomacy and Strategy, Interdisciplinary Center, Herzliya, Israel³**
- **Prof. Ellen Immergut, School of Social Sciences, Humboldt University Berlin, Germany⁴**
- **Prof. Robert Lieber, Department of Government, Georgetown University, USA⁵**
- **Ms. Marissa Gross, Coordinator of the Committee on behalf of the CHE.**

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

*Examine the self-evaluation reports, which were submitted by institutions that provide study programs in Political Science and International Relations.

*Present the CHE with final reports for the evaluated academic units and study programs – a separate report for each institution, including the committee's findings and recommendations.

*Submit to the CHE a general report regarding its opinion as to the examined field within the Israeli system of higher education with recommended standards.

The committee evaluated Political Science & International Relations departments at the following institutions: Bar Ilan University, Ben Gurion University, Interdisciplinary Center, Open University, Tel Aviv University, Academic College of Tel Aviv Yaffo, University of Haifa. The Departments of Political Science & International Re-

¹ Prof. Gabriel Ben Dor did not participate in the evaluation of University of Haifa.

² Prof. Abraham Diskin did not participate in the evaluation of the Interdisciplinary Center Herzliya. Prof. Diskin did not participate in the preparation of this letter on Hebrew University.

³ Prof. Galia Golan did not participate in the evaluation of the Interdisciplinary Center Herzliya. Prof. Golan did not participate in the preparation of this letter on Hebrew University.

⁴ Prof. Ellen Immergut did not participate in the visits of Open University, Ben Gurion University, and Interdisciplinary Center Herzliya.

⁵ Prof. Robert Lieber did not participate in the first round of visits.

lations at the Hebrew University of Jerusalem were originally included in the review process. However, due to the fact that the two departments were evaluated by an external committee commissioned by the university itself in 2007, the departments were excused from participating in the CHE's QA evaluation.

The committee decided, however, based on the importance of the departments at Hebrew University to the fields of Political Science & International Relations in Israeli academia, and to assure the implementation of the 2007 committee's recommendation, that it was critical to receive an implementation report from the Hebrew University. The committee greatly thanks the senior administration of Hebrew University, the Faculty of Social Sciences and the two departments for their cooperation in this matter. In this document, the committee analyses the implementation process at the Hebrew University based on the 2007 committee's report and the letter of May 9, 2011, sent to the committee by the Dean of the Social Sciences Faculty, Prof. Avner de Shalit, on behalf of the university (both documents are included in the annex).

The 2007 Committee's report established four goals for the Departments of Political Science and International Relations with a number of recommendations pertaining to each goal. We organize our document accordingly.

- 1. Goal:** *Renew and develop the Departments of Political Science and International Relations as major departments in Israel and internationally, especially by fostering new synergies between the two departments and between them and the School of Public Policy and surrounding centers. (2007 Report, p. 5)*

To accomplish this goal, the 2007 Committee recommended jointly appointed clusters of (particularly mid-career tenured) faculty and a joint graduate program between the two Departments. Priority should be given to recruitments in international political economy, security studies, and the study of international institutions, including scholars who use models or statistical data. The 2007 Committee also recommended that the resources of the Davis and Gilo Centers could be more effectively deployed, particularly with regard to channeling funds into research grants for faculty and graduate students, and a special emphasis on funding collaborative projects that include graduate students and junior faculty members.

Evaluation of the 2011 CHE appointed Committee:

According to the letter by Dean de Shalit, this goal has only partially been met. There seems to be enhanced cooperation between the two departments, for example with regard to departmental seminars. There have also been new hires in the fields of political philosophy, in political behavior, and in political psychology (in the Department of Political Science). In addition, the department seeks to hire new faculty in methodology, one of the major weaknesses which the 2007 Committee identified.

However, the main recommendations of the 2007 report to meet the goals of enhanced cooperation between the two departments have not been met. There have been no new appointments in the fields of international political economy, security studies, and international institutions in the Department of International Relations. As a result, the student-to-faculty ratio in the Department of IR continues to worsen (see below). Moreover, the letter by the dean does not indicate that joint appointments between the two departments have been made. We, therefore, recommend that the additional appointments in the Department of IR suggested already four years ago, be pursued as soon as possible.

In addition, while we realize that the 2007 Committee did not recommend merging the two departments at the time, our group comes to a different conclusion four years later. At the moment, the unusual organizational structure of separate Departments of International Relations and Political Science can only be understood historically. International Relations, Domestic and Comparative Government, and Political Theory are all sub-fields of political science. To separate International Relations into an independent department, while combining Comparative Politics and Political Theory into another does not make sense to us. Furthermore, growing bodies of research are found at the intersection of International Relations and Political Theory, International Relations and Comparative Politics, as well as International Relations and Public Administration/Organizational Behavior. As a result, the committee suggests that the two Departments consider merging into one, e.g. a Department of Political Science and International Relations.

- 2. Goal:** *To enhance graduate education by institutionalizing cooperation between Political Science and International Relations, and by increasing levels of support for graduate students in all of the research MA and PhD tracks offered in both departments.* (2007 report, p. 5)

To accomplish this goal, the 2007 committee recommended that the cluster of jointly appointed faculty should supervise the joint research MA track and PhD in political science and international relations, that committees rather than individual faculty should supervise PhD students, and that junior faculty should be allowed to serve as primary advisors. Finally, increased resources should be devoted to support research MA students and PhD candidates.

Evaluation of the 2011 CHE appointed Committee:

As the letter by Dean de Shalit indicates, these recommendations have been carried out with much enthusiasm and there is now some sort of joint PhD program – called TELEM - of the two departments which also includes the School of Public Policy. Junior faculty in both departments can now serve as primary advisors. We congratulate these accomplishments and note that our recommended merger of the two departments would, of course, greatly facilitate this joint research MA and PhD program.

One remaining issue appears to be resources for scholarships for research MA and PhD students. As Dean de Shalit writes, the Department of Political Science devotes all its scholarship resources to the new PhD school, while the Department of International Relations can rely on money from the Davis Center. We recognize these efforts and want to point out that funding for PhD students is an Israel-wide problem which will be addressed in our general report. Yet, the committee feels that the two departments should actively seek additional funding sources for their PhD students.

- 3. Goal:** *To foster undergraduate programs that encourage language learning and study abroad; provide internships and orientations to career opportunities; and connect academic theories and skills to thinking about real-world problems and issues.* (2007 Report, p. 6)

To accomplish this goal, the 2007 Committee recommended that the BA program in International Relations should be relabeled “International Studies” and offer full cre-

dit for language training and/or study abroad linked to joint majors. Both departments need more resources to support their large undergraduate programs, e.g. more teaching assistantships for basic introductory courses. Last but not least, courses tackling “real world problems,” internship opportunities, and career orientation workshops should also be strengthened.

Evaluation of the 2011 CHE appointed Committee:

Dean de Shalit’s letter indicates that some steps have been taken to accomplish this goal. The BA program in International Relations is about to be re-labeled “International Studies” and special money has been allocated to the Department of International Relations for their large undergraduate program. Full credit will be given for study abroad in the future, while credit for language training has not been approved by the university. In our view, this should be corrected and, in addition, the 2007 committee’s recommendations with regard to internships and career orientation workshops should be carried out.

Moreover, we are concerned about the deteriorating student-to-faculty ratio in the IR Department. In 2010-2011, this ratio was 35:1 and it is likely to get worse with the retirement of several senior faculty in the coming years. We recommend that replacements for retired faculty be sought pro-actively and ahead of time. In addition, we repeat the recommendation of the 2007 Committee that the Department needs at least four additional faculty in the fields of international political economy, security studies, and international institutions (see above).

4. Goal: *Enhance flexibility in the appointment of faculty and support for research in priority areas within and across departments.* (2007 Report, p. 6)

To realize these goals, the 2007 Committee recommended to offer departments and administrators better control over the shape as well as the quality of new appointments, planning for priority areas to allow the dedication of slots over multiple years, so that predictable searches can continue until a strong and available candidate is approved. Tenured appointments should be made possible at the Senior Lecturer and Associate Professor Levels (as is the case – we might add – at other Israeli universities). The 2007 committee also recommended that recruitments of scholars from abroad should be facilitated by allowing part-time appointments and relaxing the requirements to use Hebrew for teaching at the graduate level. Last not least, it was recommended that the pools for faculty positions should be broadened and that applicants should be sought from currently underrepresented groups, including women.

Evaluation of the 2011 CHE appointed Committee:

As the letter by Dean de Shalit points out, this goal has not yet been achieved. According to him, university rules are partly responsible for this, particularly with regard to hiring tenured faculty at the Senior Lecturer or Associate Professor levels. Hebrew University policies also do not allow for part-time appointments or for relaxing the requirement to teach in Hebrew so as to attract more faculty from abroad. The Dean did not comment on the recommendation by the 2007 Committee to actively seek applications from underrepresented groups, including women.

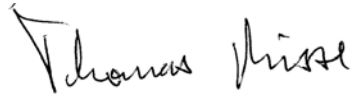
At this point, we can only reiterate the recommendations of the 2007 Committee with regard to these issues and ask the departments as well as Hebrew University to implement them in a timely fashion.

Finally, concerning the Department of IR and its worrisome situation, no change has been made with regard to offering departments more control over the hiring process. Departments still do not have dedicated slots to fill over multiple years, they still have to bring their chosen candidates to an appointment committee at the faculty level which then compares candidates across all social science departments. As a result, as the 2007 Committee report pointed out (p. 22), “there is a premium placed on finding ‘safe’ candidates who can prevail in inter-departmental competition who are sure to accept if they receive an offer.”

Once again, we can only repeat the observations of the 2007 Committee report with regard to this untenable situation. Four years later, the negative consequences of this recruitment practice have become obvious. It is not that we recommend that departments should seek “second-best” and less qualified candidates, of course not. But the current practice encourages not only bringing “safe” rather than excellent candidates before the appointment committee of the Social Science Faculty. The long and cumbersome hiring process is also likely to miss its stated goals of hiring “the best and the brightest,” because these candidates might accept other offers in an increasingly competitive job market, both in Israel and abroad.

We recommend, therefore, that particularly the Department of International Relations defines its hiring priorities in light of the coming retirements and its areas of needs (especially international political economy, security studies, and international institutions). It then needs to have confidence that, if it is successful in recruiting excellent candidates in these specialties, the Social Science Faculty and the University will indeed appoint these persons.


Signed by:



Prof. Thomas Risse, Chair



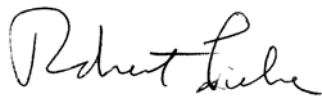
Prof. Gabriel Ben Dor



Prof. Benjamin Jerry Cohen



Prof. Ellen Immergut



Prof. Robert Lieber

Jerusalem, November 2nd 2011.

To: The Council of Higher Education

Dear Sir/Madam,

I would like to thank you for being given the opportunity to refer to the General Report of the Committee for the Evaluation of Political Science and International Relations Programs of September 2011.

As the Chairperson of the Department of Political Science at the Hebrew University of Jerusalem, I was pleased to read the report and the general positive evaluation of the PS and IR field of research and of studies in Israel.

I will address directly to the recommendation of the committee.

We thank the committee for its congratulatory remarks.

General recommendations:

We would like to thank the committee for advising the universities to invest more resources in Political Science and for supporting the hiring of more faculty members in order to improve the students-faculty ratio.

We acknowledge the fact that inter-departmental cooperation in the field must be strengthened, both in matters of research and joint programs. We already have a joint course with our colleagues of the Sapir College that turned out to be a very successful effort, as well as the cooperation between our researchers and those of other universities in the country. But, we are clearly aware of the need to do more in this direction.

The integration of the Department of International Relations and the Department of Political Science at the Hebrew University of Jerusalem is

tacitly present during the last five years but has not yet been openly and formally discussed at the Department of Political Science. Since, internally, it has been perceived as an initiative of the Faculty and the University, more than one that should be taken at the departments' level.

We adhere both the principle of strictly differentiating between personal political opinions, and reflecting the whole range of the field in study programs and syllabi. As far as we know, at the department level and at the faculty and university level, hiring, promotion and tenure criteria are strictly professional.

During the years, we have been using diverse criteria of qualitative evaluation and have been trying to keep improving it.

Study programs and students:

In recent years, we have reinforced training methods by improving courses that involve methodology, theories and approaches to Political Science, both at BA and MA level. Last year we hired a new staff member who is a specialist in methods of research training.

We are aware of the problem regarding the teaching of political-economy. We have one field expert and are trying to hire another one.

We have a quite developed internship program at the BA level. Due to the time and credit constraints that characterize both general and research MA programs, introducing a program at the MA level is problematic.

We have lessons in English both at the BA and MA levels and some members of our staff lecture in English at the Rothberg International School of the Hebrew University of Jerusalem. In Comply with university decisions, we are preparing to begin teaching mandatory courses in English at the BA level.

In our department, most of the large introductory courses are taught by senior faculty members.

Due to the constraints posed by the decreasing number of faculty members, alongside, the increasing number of students, we have reduced the number

of mandatory seminars at the BA level to one; but, at the same time, we have limited – and enforced the limitation – the number of students at each seminar in order to facilitate discussions and student participation in the seminars.

We do attract a diversified student body and do efforts to facilitate the integration and performance of minority students through tutoring and special facilities regarding the use of their mother tongue in exams and papers.

Over the years, senior members of our staff function as advisors at the BA, MA and PhD level. In the last three years we have evolved programs of student tutoring, in which advanced students tutor newcomers, especially first year students. As a result, the rate of academic failure and dropouts has decreased significantly.

Regarding the MA programs:

Generally, we have simplified our MA programs that are being taught by core faculty members.

We have what one might consider as a sufficient rate of basic Political Science and methodology courses on our non-research MA course. The Department of Political Science at the Hebrew University of Jerusalem does not have a program of Public Policy, since, at the university, exists a Public Policy School.

An objective that has yet to be achieved is to ensure that the MA research track is completed within two years (including the presentation of the MA thesis). Our research students' finish their studies within the two year period, but the writing of their MA thesis generally take longer. In the year 2000, we have already posed a limit of 15.000 words – less than 50 pages) for MA theses and we have also established the possibility of publishing a refereed article in a recognized journal of Political Science (which naturally should be much shorter than 15,000 words), instead of an MA thesis.

In 2010, we started our TELEM program (Program for Advanced Studies) in cooperation with the Department of International Relations, as a five years

program of integrated research of MA/PhD studies. We are faced with financial difficulties since this kind of program requires extensive funding in order to obtain full scholarships/ employment as assistants in order for the program to be successful and appealing and we hope to succeed in this faculty pilot effort.

Regarding the *PhD program*:

The above mentioned TELEM program could be used as an example of an implementation of the committee recommendations, which adopted as guidelines, both the qualitative and quantitative recommended criteria. We have not yet shaped frameworks of inter-departmental cooperation (besides the TELEM program which is a joint program with the Department of International Relations of the Hebrew University). Moreover, we still have considerable work to do in internationalizing the TELEM program. Yet, we have managed to create and implement a basic structure, as suggested by the committee recommendations.

Regarding *Faculty and research*:

We agree with the recommendation regarding the need to hire more faculty members.

Our policy towards junior faculty is one of advising and transparency regarding the criteria of tenure and promotion, in adjustment to the general academic excellence standards of the Hebrew University of Jerusalem. Although we do not have a formal mentoring program for junior faculty, both the dean and chairperson of our department meet with each of the junior faculty members in order to evaluate their progress toward tenure and promotion.

Regarding *Gender awareness and equality*:

During the years, our hiring processes are being carried out in a strictly non-discriminatory manner. The number of women faculty members in our department today is six out of a total of 26 (junior + senior members; partial and full dedication to the department). This number has increased steadily in

the past few years and we hope to keep improving the gender ratio in the future.

All the department permanent committees have women-members.

In spite of the fact that academic excellence is always seen as the main criteria, we do take into consideration personal circumstances.

Regarding Research:

An incentive system is being implemented for grant applications at the faculty level.

We must reinforce inter-departmental research cooperation beyond the university limits.

We must try to establish an I-CORE in the field of Political Science.

Sincerely yours,

Mario Sznajder

--

Professor Mario Sznajder - Chairman
Department of Political Science
The Hebrew University of Jerusalem
Mount Scopus - 91905 Jerusalem
Israel

Phone: +972-2-5883059

Fax: +972-2-5881333

E-mail: msmarios@huji.ac.il

Tuesday, November 01, 2011

Ms. Michal Neumann
Head, The Quality Assessment Unit
The Council for Higher Education (CHE)
P.O.B 4037, Jerusalem 91040, Israel

Dear Ms. Neumann,

On behalf of the Hebrew University I would like to thank the members of the Committee for the Evaluation of Political Science and International Relations Programs on their evaluation report. In this letter we comment on the General report of the Committee for the Evaluation of Political Science and International Relations Programs. In the enclosed letter from the Dean of Social Science we reply to the committee's comments on implementation of the recommendations of the earlier committee.

The committee proposes to increase the communication and cooperation between the various Departments or Divisions of Political Science, Public Policy, and International Relations in Israel, and to create joint study programs. In cases of separate International Relations and Political Science departments or divisions, merging into a single Department of Political Science should be considered.

We have started implementing this recommendation based on the Review report in 2007. We believe, however, that in order to succeed, we should be cautious. We have created the structure for a joint PhD program and we are moving toward increasing cooperation between the departments. We are still not ready to a full merge.

The committee was concerned about the demarcation between the faculty's personal opinion and the curricula.

We agree completely with the committee's position. We pride ourselves in having heterogeneous faculty, having very diverse political convictions. Personal political attitudes have never been a consideration in hiring or promotion, and instructors know that personal views should not penetrate into the classrooms. Having said that, when one

teaches the study of politics, one cannot remain fully neutral, since the decision to teach topic X rather than Y might be interpreted as biased politically. Yet, teachers are committed to impartiality and objectivity when teaching.

The committee recommends increasing the teaching in English.

This fits well with the current policy of the Hebrew University. The Faculty of Social Science has adopted a resolution last year requiring every BA student to take at least one course in English. It also opened an MA program taught in English. This program's courses are open to other MA students in the faculty.

The committee recommends strengthening methods training, and increasing the number of courses in political economy and European studies.

The department of political science at the Hebrew University has been aware of its lack of researchers and experts in methodology, and therefore its most recent hiring (Dr. Eitan Alimi, Dr. Ra'anan Sulziano Keynan, Prof. Orit Kedar, Dr. Pazit Ben Nun) are all experts in the field, and teach it to BA and MA students. Hence the situation now is that there are quite a few courses, basic and advanced, in methodology. As for political economy, while the department of IR has researchers doing international political economy, the department of political science is well aware of it, and is currently at the stage whereby it hopes to be able to offer a position to a professor from the US in the field who wants to return to Israel.

As for European studies, at the Hebrew University we have a separate (and very popular) MA program, European Studies, as well as an MA in German studies, supported by the DAAD.

The committee recommends a change in the graduate program, either streamlining it, or creating a direct-track PhD. It further recommends investment of substantial resources in PhD training, and recommends an increase in the opportunities of students to present their work.

Last year we have established a new direct track-PhD program, jointly by Political Science and International Relations, called TELEM. The program ideology fits well with the abovementioned committee's recommendations. Within the existing budget constraints we attempt to support the students during their PhD studies.

The committee recommends streamlining the tenure procedure and formation of a mentoring program to untenured faculty.

HUJI is constantly working at making its tenure procedure more efficient and less traumatic for the faculty members. Mentoring is done as a routine in our university. During the last two years 9 lecturers in the two departments – IR and PS – have been tenured and promoted to senior lecturer.

The committee recommends gender awareness in hiring.

HUJI is attempting to provide genuinely equal opportunities, in providing postdoctoral fellowships and in hiring. In the last three years we have hired two female faculty members in Political Science and International Relations.

The committee recommends steps to facilitate external research funding.

The HUJI is active in familiarizing faculty with the funding opportunities and helping them prepare research proposal. Specifically, the Faculty of Social Science is employing an administrative person whose sole responsibility is to help faculty members in this regard. Notwithstanding, one of the major problems is the small number of research grants funded by ISF – only 4-5 per year. We call upon CHI to increase the amount of funding in the field.

The committee recommends that introductory classes be taught by regular full-time faculty.

We agree. This is our policy.

The committee is concerned that numbers of articles were considered more important than quality, that books were discouraged, and that interdisciplinary multi-authored works were not appreciated.

This is absolutely not the case at the Hebrew University.

Yaacov Schul

Sincerely,

Professor Yaacov Schul

Vice Rector

The Hebrew University

Dean's reply to the report about the departments of PS and IR at the Hebrew University.

(1) About cooperation between the two departments, the committee writes:

However, the main recommendations of the 2007 report to meet the goals of enhanced cooperation between the two departments have not been met. There have been no new appointments in the fields of international political economy, security studies, and international institutions in the Department of International Relations. As a result, the student-to-faculty ratio in the Department of IR continues to worsen (see below). Moreover, the letter by the dean does not indicate that joint appointments between the two departments have been made. We, therefore, recommend that the additional appointments in the Department of IR suggested already four years ago, be pursued as soon as possible.

It should be noted that the ratio of students to lecturers at the department of IR is appalling. It is my intention this year – and I did receive an OK from the rector for this – to ask the faculty's committee for nominations to save a slot for the IR department, provided, of course, that its candidate passes the threshold of excellence. In addition, two nominations have been made in the department, in fields that correspond to the abovementioned urgent needs.

It is true that no joint appointments have been made. We believe that joint appointments are good for the departments but bad for the lecturers, and that they might damage one's chances to be tenured, for various reasons. However, we also believe that cooperation does not derive from joint appointments (in fact there is no indication what so ever that it is so in any faculty that I know). Rather, cooperation derives from joint committees, joint seminars, joint international conferences, joint grant proposals, and all these have been strengthened.

(2) The committee strongly recommends merging the two departments into a single department.

While the committee is absolutely right that it makes no sense to have two departments, merging them *now* would involved many difficulties (one of them is that the faculty of social sciences is at the moment heavily invested in the moving of the department of psychology to the faculty of sciences, with all its implications). However, several discussions, formal and informal, have

started, and it is my belief that sooner rather than later we'll see the two departments unite. Such a move has to be wisely planned and must not be imposed top down. The atmosphere in the two departments is changing and gradually there is much more support for such a move. It seems to me wise to wait slightly more and then do it.

(3) The committee recommends that the departments actively seek more money for scholarships to PhD students.

Unfortunately (in my view), the university does not allow us to raise money ourselves. We believe that we could have found more money.

(4) The committee stresses time and again that there is an urgent need to hire more faculty in the IR dept.

While I absolutely agree with this, I want to make it clear that this request does *not* necessarily tie in with the demand that the two departments merge. If the two departments merge, perhaps a different planning should be made.

(5) The committee writes: "The Dean did not comment on the recommendation by the 2007 Committee to actively seek applications from underrepresented groups, including women."

I did not comment on it because in the last two years we have nominated Prof. Orit Kedar and Dr. Pazit Ben Nun, two female lecturers, and at the moment there is another very strong female candidate who is very likely to be nominated either this year or next year. In addition, I was hoping that a Palestinian post doctorate scholar would be ready for appointment, but, unfortunately, he does not seem keen on an academic career.

With best wishes,
Prof Avner de Shalit,
Dean, Social Sciences

**To the members of the Council for Higher Education
And
Committee for the Evaluation of Political Science and International
Relations Programs**

Dear all,

In the first place, we want to thank the Council for Higher Education (MALAG) and its Committee for the Evaluation of Political Science and International Relations Programs of September 2011, following the 2007 Report by the previous Committee, as there is an overall agreement in our Department that all comments and recommendations are insightful and constructive. This opinion as well as the comments below were agreed upon by consensus by the Faculty members of the Department after I convened a meeting on November 2, 2011 to discuss the different issues raised in the Report. Our comments below are organized according to the structure of the Committee's report.

אלפרד טוביאס
ראש המחלקה
יחסים בין-לאומיים
Alfred Tovias
Chairman
Department of
International Relations

Regarding Goal # 1 the goal of recruiting new members to the IR Department in the fields of IPE, International Security and International Institutions was not achieved, because there were no such appointments since 2007 when the first Report was produced. There was a joint appointment with the Department of Political Science in 2009 of Dr. Daniel Schwarz, who teaches Political Theory and Just War Theory. Since 2007, the Department recruited Dr. Tal Dingott-Dalkopher who teaches international relations theory (Constructivism) and international norms as well as Dr. Guy Laron and Dr. Gadi Heimann (in 2009 and 2010 respectively) who teach diplomatic history, two welcome additions in view of the retirement of Professor Uri Bialer in October this year. We are now actively searching for new faculty in the three above-mentioned fields, as this has become an existential need to sustain a proper program of studies and research in IR. We notice approvingly that the Committee emphasized these urgent needs.

In our assessment, there has not been sufficient cooperation between the IR and PS Departments, nor enough interest by both departments regarding the activities of each other. For instance, the joint PhD Program (Telem) mentioned under Goal II remains embryonic. Currently, each Department offers two graduate courses that are open to the other Department's students. Needless to say that without substantial additional resources, including significant appointments in IR we do not believe the joint Ph.D. program can prosper. At the same time, a clear example of successful cooperation between the two Departments is the Annual Graduate Conference of Political Science, International Relations, and Public Policy, now in its 7th edition. The Leonard Davis Institute for International Relations is a major sponsor of this important academic event.

Regarding the new recommendation of the Committee regarding the possibility of merging the two Departments we would like to note the following: The Report discusses International Relations as clearly a sub-field of Political Science. This is indeed the approach many of us were raised according to. However, the current nature of the IR Department reflects a different, broader understanding of our field of research. This is why we suggested to change its name to "International Studies." Our Department is a department of international studies: the study of international and global relations from an interdisciplinary perspective: political science, sociology, law, economics, and history. This is a unique combination, which is becoming increasingly popular in other places in the world.

Obviously there is much to be gained from enhanced cooperation with the Department of Political Science, but much of the richness of the different approaches above-mentioned is bound to be lost upon a merger. So a merger will come at a high cost. Additionally, one of the implications of a merger will be the inevitable reduction in the number of undergraduate students. It is well known that for many undergraduates or prospective undergraduates

הר הצופים
ירושלים 91905
טלפון: 02-5881053
פקס: 02-5882989

Mount Scopus
Jerusalem 91905, Israel
Tel. 972-2-5881053
Fax. 972-2-5882989
mstovi@huji.ac.il

studying IR or International Studies as an independent discipline is much more attractive than studying it in a limited version within Political Science.

Regarding Goal # 2 we referred to it in the previous paragraphs. Needless to state here that we agree that there is a lot to be done to enhance cooperation between the two departments.

Regarding Goal # 3, we agree completely with the recommendations about language training and study abroad and the ancillary incentive of offering credit to the students for this. As for the labeling of the Department as "International Studies" this issue is still under discussion within the Department.

Regarding the faculty/student ratio we want to point out that in the current academic year 2011-2012 the ratio has worsened to 1/47 and that it is expected to reach 1/55 within one year taking into account the three faculty members that will leave the Department in October 2012 (if no new additional staff will join the Department by then). In the academic year 2011-2012 we have 785 students, including about 70 graduate (MA) students and 20 Ph.D. candidates, and a Faculty staff of 18 members, some of them in joint appointments, with only a total of 16 and 2/3 academic positions, by far one of the largest Departments of the University with a very small number of Faculty in relation to the huge number of undergraduate students. There is a full consensus that the current situation is unsustainable. In our view the current and even worse future faculty/student ratio will not allow us to continue offering a proper study program according to the standards of excellence of HU nor allow the staff to devote enough time to produce outstanding research.

Regarding Goal # 4, we followed the recommendations of the 2007 Committee and in consultation with the Dean we already submitted last Spring a detailed request to the Rector and the President to allow us to enhance flexibility by enabling us to implement a long-term recruitment strategy of excellent candidates over several years. This requires a long-term and not only a short term commitment and specific support to our Department to be given by the University. As the Report says explicitly, "... concerning the Department of IR and its worrisome situation, no change has been made with regard to offering departments more control over the hiring process. Departments still do not have dedicated slots to fill over multiple years." This statement fully corresponds to our position and deep concern.

To sum up, in our view there are two major issues that stand out in the Report. The first refers to the urgent need of an enhanced and sustained commitment of the University to recruit additional Faculty for the IR Department in order to provide a sustainable program of excellency, both in teaching and research academic terms. Second, the Committee's recommendation to consider the merger of the PS and IR Departments. Let it be clear that a merger will lead to a reduction in the number of IR students. On the other hand, the recruitment request is a *sine qua non* to sustain excellence regarding both the program of study and research in IR, regardless of the current or future institutional setting of IR. While there is no consensus among the members of the Department about the need to merge the IR and the PS Departments or to consider other institutional options (e.g. a School of International and Area Studies), there is a full agreement among the staff of the Department that the *status quo* is not acceptable anymore! We sincerely hope that the final recommendations contained in the Report will be instrumental in changing this *status quo*. We look forward to cooperate with the University authorities to advance our common goals.

Jerusalem, November 6 2011



Prof. Alfred Tovias,
Chair,
Department of International Relations,
Hebrew University of Jerusalem