

**החלטת המל"ג מיום 21.05.2013 בנושא דוחות הוועדה להערכת איכות
בסוציולוגיה ואנתרופולוגיה**

החלטה:

המועצה להשכלה גבוהה מאמצת את המלצת ועדת המשנה להבטחת איכות מיום 19.5.13 ומחליטה כלהלן:

1. להודות לוועדה להערכת איכות בסוציולוגיה ואנתרופולוגיה בראשות פרופ' סימור ספילרמן על עבודתה הרבה והמקצועית, ולפרופ' ארני קלברג על הצגת הדוחות במוסדות המל"ג.
2. לאמץ עקרונית את דוחות ההערכה של הוועדה.
3. לפרסם את דוחות ההערכה ותגובות המוסדות באתר האינטרנט של המל"ג.
4. לבקש מכל מוסד להגיש עד **חודש נובמבר 2013** תכנית פעולה ליישום המלצות הוועדה הנוגעות אליו (כולל לו"ז), כמפורט בדוח הוועדה, בנספח המצ"ב ובמכתב מפורט שישלח לכל אחד מהמוסדות שעברו הערכה בתחום.
5. לבקש מכל מוסד להגיש עד **חודש נובמבר 2014** דוח ביניים אודות יישום תכניות הפעולה הנזכרות בסעיף 4 לעיל.
6. המוסדות והמחלקות לסוציולוגיה-אנתרופולוגיה מתבקשים לפעול לתיקון הליקויים הרוחביים – הכלל ארציים עליהם הצביעה ועדת ההערכה הבינלאומית, וזאת בנוסף להמלצות הפרטניות המתייחסות לכל אחת מהמחלקות שעברו הערכה:
 - א. לגבש תכנית אסטרטגית ל- 5 שנים שתבהיר את יעדי התחום וכיווני הפיתוח שלו, מהם ייגזר גם פרופיל הסגל שיש לגייס.
 - ב. לעבות באופן משמעותי את המחלקות – הן מבחינת הקוריקולום והן מבחינת הרכב הסגל – בשיטות, גישות ומחקר כמותני ולפעול לגיוס הסגל הנדרש ברוח זו.
 - ג. להעמיק את לימודי הסטטיסטיקה.
 - ד. להרחיב באופן משמעותי את החשיפה והשימוש בשפה האנגלית בתכניות הלימודים בתארים המתקדמים.
 - ה. לפתוח את התכניות לתואר שני לסטודנטים שבאים גם מדיסציפלינות אחרות.
 - ו. לקיים באופן שיטתי קשר עם הבוגרים (alumni).
7. לכנס את ראשי המחלקות לסוציולוגיה כולל נציגי המחלקות בתחום האנתרופולוגיה, כדי לדון בנושאים השונים העולים מדו"חות האיכות, לרבות בחינת ההמלצה להקמת קונסורציום ללימודי אנתרופולוגיה.

נספח להצעת החלטה

הערה: אנא תשומת ליבכם כי עיקר ההמלצות להלן מופיעות בסוף כל אחד מהדו"חות הפרטניים. יצוין כי בנוסף להמלצות אלו נדרשת תשומת ליבכם גם להתייחסויות השונות ולפירוט ההמלצות וההרחבות המופיעים לאורך הדו"חות.

אוניברסיטת בן גוריון

Almost all our concern relate to the need to broaden the range of subfields and research styles that are represented in the department. We therefore recommend,

1. Over the next three years the department should open a new MA specialty, drawing from one or more of the fields of stratification, life course, and family studies.
2. Over the next three years the department should add three faculty members, all with strong quantitative skills. One appointment should be in Organizational Studies, to enhance this existing program. The remaining two should be in the new field noted above.
3. To advise the department in the recruitment of talented quantitative faculty, the recruitment committee should be augmented with a quantitative sociologist from another university.
4. The above three appointments will not be sufficient to fully support the new fields or institutionalize rigorously empirical approaches in the department. As vacancies arise among the sociology faculty, two additional appointments should be made in the new fields.
5. When a vacancy arises in anthropology, it should be filled with an ethnologist who works in a culture area outside Israel.
6. The number of adjuncts should be reduced, in coordination with the addition of the tenure-line faculty.
7. The undergraduate statistical curriculum should be updated to include additional topics that are now routinely part of a sociology statistics course. Opportunities should be created to apply these techniques in substantive course work.
8. The graduate statistics course should add some moderately advanced material that is common to statistics training in top ranked departments.
9. A representative of the Research Authority of the university should meet with department members to ascertain how the Authority can assist with the preparation of grant applications.

10. A representative of the university should meet with the senior faculty to discuss the assistance that can be provided, and what would be required from the department, for the establishment of a research center. A department proposal for a center should explain how it would enhance research by the faculty and increase the number of proposals submitted by the department for competitive grants.
11. To assess the contribution of the department's programs to student outcomes, the department should institute a data collection mechanism to ascertain the career plans of graduates of the department--the rate of enrolling for higher degrees and the initial jobs of students who enter the labor force.
12. Sufficient resources should be provided by the university to the library to increase its collections in the social sciences, both book holdings and electronic journals. Further, the library (or Research Authority) should secure access to data archives in Israel (especially CBS files), Europe, and in the United States for use by students and faculty

אוניברסיטת בר אילן

Our summary assessment of the DSA is that it has a capable faculty who are intent on delivering a quality education but that it does not receive the resources necessary for this task from the university. Further, the department appears to be pressed by the university to formulate MA study programs that have more in the way of monetary goals than academic objectives. Also, the ability of the faculty to engage in research is handicapped by the weak infrastructure at Bar Ilan. We therefore make the following recommendations:

1. The faculty size is inadequate relative to enrollment. We recommend that three tenure line faculty be added. As noted in our report, critical areas to be staffed are in anthropology and in quantitative research methods, with the substantive specialty of the latter to be in stratification, life course studies, or organizational studies. The third addition might be a specialist in Arab society or in another area determined by the department. These positions should be filled within three years.
2. The teaching load required of faculty should be lightened to permit more time for research. This can be accomplished in various ways: less teaching in return for supervision of doctoral and MA dissertations, smaller class sizes, and fewer course preparations. The precise parameters of what the faculty feel capable of undertaking should be established by the department in consultation with the administration. The administration should implement the changes within two years.

The following recommendations (3-11) should be implemented immediately (0-2 years):

3. The requirement that undergraduate courses have enrollments of at least 17 students and that MA courses have enrollments of at least 10 students is not

appropriate for all courses. The DSA and university should give consideration to replacing this requirement by a distributional goal; for example, that not more than four undergraduate classes and not more than four graduate classes fall below these numbers in each semester. The department should recommend the particular parameters that make sense for it.

4. The DSA should review the minimum criteria for admission to the BA and MA programs and its assessment should be given weight by the administration. It is the Committee's view that the department--not the university--should set the criteria for enrollment to its programs.

5. To increase the number and quality of students enrolled in undergraduate study, the department and the administration should consider replacing the minor program with a double-major program available to students on all other campuses in Israel.

6. The graduate program should be broadened to enlarge the specialty options available to MA students. Various recommendations for accomplishing this objective are noted in the text.

7. The DSA should rethink its involvement in the organizational consulting MA program, both in terms of whether it has the manpower to undertake this new program and in terms of whether it wishes to add to its involvement in non-academic programs. In turn, the university should recognize that a deep investment by the department in non-academic programs can be detrimental to its academic mission.

8. The administration should institute better communication lines with the DSA, explain its policies and procedures, and act on departmental concerns.

9. There appears to be considerable dissatisfaction with the promotion procedures. It is the view of the committee that the department--indeed, all departments in the Faculty of Social Sciences--should be consulted in the formulation of the promotion process.

10. The library facilities are inadequate. Since the library is a concern to several social science departments at Bar Ilan, a decision to require a major updating is beyond the purview of this review committee. We therefore recommend that the university and the MALAG examine whether the different social science departments at Bar Ilan are adequately served by the present library facility.

11. We recommend that the university expand its access to e-journals so that availability conforms to that at other Israeli universities. The DSA should determine the sort of access arrangements that will meet its needs and inform the university of its decision.

12. The book holdings in the social science library are inadequate. Since the cost of rebuilding the library's holdings would be considerable, and since many books are not available in e-book form, the Committee recommends that the university cover the cost of inter-library loan by faculty and students. This should be done within one year.

13. It is vital that data sets on a variety of Israeli topics be available for research undertakings by faculty and students. The Committee recommends that the university become an institutional member of the Ma'agar Ha'nitunim, located at the Hebrew University. This should be done within one year.

אוניברסיטת חיפה

The Committee sees the Department of Sociology and Anthropology as a locus of past excellence, with a deserved reputation for the quality of its research. The department is now in a period of transition and vulnerable to a decline in the caliber of its scholarship and training. Our recommendations are intended to ensure that our appraisal of its past excellence will continue to characterize its future.

1. The department should formulate a strategic plan for where it would like to be in the near future, how it wishes to situate itself in the Israeli context and internationally. This should be expressed as a 5-year proposal, submitted to the university administration, and indicating the program areas in which it wishes to invest. The university, in turn, should assist the department in this endeavor by giving special consideration to faculty candidates who are both excellent in promise and fit with the vision. This plan should be submitted within a year.

2. The committee recommends that the university permit the department to expand to 19-20 FTE's, which is still well below its previous size of 24 FTE's. This increase is necessary in order to maintain excellence in research in several subfields, to support the growth in graduate training, and to continue the department's commitment to a diverse undergraduate student body. The expansion should be completed within 4 years.

3. As part of the expansion and the replacement of retiring faculty, the department has identified a need for an organizational sociologist and an anthropologist. The Committee concurs with this assessment. These positions should be filled within 3 years.

4. A different consideration in maintaining excellence is the ability to compete for the best graduate students in the country. In this regard, the department is handicapped by having very few fellowships and assistantships available for MA and PhD students. It is recommended that the department be allotted a greater level of support from the university administration for this purpose.

אוניברסיטת תל אביב

Our summary assessment is that the DSA is a successful operation and has weathered well a difficult budgetary period in the university. The intent of our recommendations is more to ensure the continued strength of the department, in both new areas and in its established specialties, than to correct deficiencies. To that end we recommend that,

1. The department needs to rebuild its programs after a long period of contraction. Beyond the replacement of retiring faculty, there is a clear need for additional tenure line appointments in the areas of anthropology and political sociology. Also, to maintain its excellence in stratification, the department should add an additional member with this specialty.
2. The department should consider investing in a second specialty, beyond stratification, in which it believes that it can achieve international distinction, and should communicate its decision to the university in the form of a development plan.
3. The department should rethink the formulation of its MA programs, taking into account the concerns listed in this report.
4. Particular attention should be given to maintaining a robust program in social and cultural anthropology. The decision to not study cultures outside of Israel should be reconsidered, since it greatly narrows the traditional range of interest of this discipline. We especially recommend an investment in ethnographic approaches to complement the focus on "critical" studies.
5. While we are not fully clear on the respective advantages of a school versus a department, because of the overlap of faculty and research interests between the Department of Sociology and Anthropology and the Department of Labor Studies, consideration should be given to establishing a closer association between these two units. We recommend that both departments and the university administration explore the advantages of bringing the departments together within the framework of a school.

האוניברסיטה הפתוחה

Our summary impression of OUI is that it addresses an important need in Israel by providing access to higher education for a diverse group of people whose commitments and life situations do not permit the concentrated time and effort demanded by traditional university programs. With respect to the Department of Sociology, our concerns largely relate to the maintenance of high quality instruction and to addressing the needs of the faculty members who bear the risks associated with variable demand (the course coordinators and tutors). Our main recommendations largely reflect these concerns.

The Committee recommends that:

1. Within two years - A committee be convened, consisting of representatives from universities that receive students transferring from the Open University, to evaluate the number of credits each OUI course should carry. If the review leads to a determination that more courses should be required for the BA degree (because of a reduction in course credits), then in light of the uniqueness of this institution and its importance to Israel, the Committee further recommends that additional funds be allotted to the OUI by the MALAG to compensate for the added costs.
2. Within two years - The department pursues its intended plan of hiring an anthropologist in order to be able to offer more courses in this field.
3. Within two years - The department implements a more gradual progression in the use of English language readings in courses, introducing some materials early in the study sequence, even in introductory courses.
4. The department updates its courses more frequently and enforces the requirement that each course is revised within 7 years.
5. There should be continued monitoring of the new MA in Cultural Studies to address the challenges noted in the Self-Evaluation Report and ensure the quality of the program.
6. The OUI continue to add level-4 positions and consider other ways to create opportunities for course coordinators, such as by encouraging them to compete for senior faculty vacancies when there are openings.
7. Within two years - The OUI discuss with course coordinators strategies for further minimizing salary fluctuations and making future teaching assignments more predictable.

האוניברסיטה העברית

In the past, the DSA had a reputation as a prestigious department with international recognition in both anthropology and sociology. In recent years the department has

declined in prominence, though many of its current faculty are excellent scholars. The decline is due to many factors, some relating to its location in Jerusalem, the residence patterns of its faculty, and the small and inadequate faculty offices in Mt. Scopus. But more significant is the high faculty turnover in the department, a result of retirements and other departures, which have disrupted the coherence of the department as a teaching and research operation. Our recommendations are intended primarily to address these latter matters.

1. The anthropology faculty should be rebuilt to again become a major teaching and research group. For effective training and to sponsor a robust research program, the Committee believes that it should have a minimum of 7 faculty members. Specific specialties to consider are linguistic anthropology, ethnography of Israeli communities, and ethnographic studies of cultures distant from Israel. This should be accomplished within 3 years.

2. Sociology is becoming an increasingly quantitative discipline and the DSA must build strength in this area to supplement its contingent of demographers. We recommend that the department make at least 2 appointments of quantitative sociologists, with particular consideration given to the fields of stratification and organizational analysis. This should be done within 3 years.

3. The department should prepare a plan detailing its approach to achieving future excellence, which incorporates the preceding items but also makes clear its strategy for addressing other problems, such as the need for greater integration among the four graduate program areas, the need to develop new senior faculty who are prepared to assume leadership roles, and the need to increase the presence of faculty in the departmental offices. The university, in turn, upon receiving an acceptable template of the department's vision, should make available funds for the recruitment of the appropriate personnel and for addressing other pressing department needs. The development of a plan should be done within a year.

4. A particular need is for additional teaching assistantship positions so that more graduate students have the resources to concentrate on their studies without outside employment. The Committee is acutely aware of the financial constraints that the university has faced, but investments of this sort are required if the DSA is to be revitalized and return to being a vibrant center of training and research in Israel.

5. We recommend that the department institute a mentorship program for its junior faculty (lecturer appointments). A senior faculty member should be made available to each new hire to provide assistance with both academic matters and bureaucratic procedures at the university. This should be instituted within the next year.

6. The department should institute a program for routinely collecting information on its alumni so it can better understand the effectiveness of its training program and whether it is meeting the needs of the students. This should be accomplished within the next year.

המרכז האוניברסיטאי אריאל שבשומרון

The Committee recommends that the AUC reconsider the organizational structure of sociology and anthropology study at the institution to reduce the overlap among departments in course offerings on these subjects.

2. We recommend that steps be taken to introduce English language instruction and readings more deeply into the program in order to improve opportunities for graduates of the program.
3. The Committee recommends that the DSA increase its offerings of anthropology courses, and, in particular, add a course that examines a range of cultures outside of Israel.
4. The Committee recommends that the DSA increase the number of faculty who are involved full time in the program. This is necessary for maintaining stability over time in the organization of the program.
5. It is the consensus of the Committee that an MA program in sociology and anthropology at the Ariel University Center is not warranted.

המכללה האקדמית עמק יזרעאל

Our summary impression of the college is that it addresses an important need in northern Israel by providing access to higher education for capable, though less well-prepared students. With respect to the Department of Sociology and Anthropology, our concerns largely relate to the declining enrollment in this organizational unit. In the main, the goals of students at the college are oriented to acquiring skills that will be useful in the labor market after the BA degree, and the study of sociology and anthropology is not well linked to such a practical goal. But if the department is to remain a robust teaching academic unit, it must take into account the student preferences and shape its offerings accordingly, while recognizing that there is a core of theoretical and substantive knowledge that must be mastered by graduates of the program. Our recommendations largely reflect these concerns.

1. To increase enrollment in the department, the college should seek from the CHE permission to award certificates that recognize the mastery of a field within the BA program. The certificate might note that the recipient has successfully completed, perhaps, 16 units of study in a particular specialty, and the required coursework might draw from the second track in the student's program, as well as from sociology/anthropology. Thus, a certificate in organizational studies might include coursework from economics or from psychology, depending on the student's second track. We emphasize that the quality of the coursework should not--and need not--be compromised, nor do the course materials have to be made "practical-oriented". Rather, the recommendation relates to the packaging of the study program in a way that would make sociology/anthropology study more attractive to students and to prospective employers without sacrificing the rigor of the program. We leave it to

the department to choose two or three certificate programs that make sense for its students, and which it can staff.

2. The college should permit courses in sociology and anthropology that are offered by other departments, such as Communications, Health Care Management, or Nursing, to be cross-listed with the offerings of the Department of Sociology and Anthropology. The intent would be to make this department more appealing to prospective majors by increasing the range of courses available to its students.

3. To help link the coursework in sociology and anthropology with research undertakings and with the career beginnings of the more practical-oriented students, we recommend that the department establish a research practicum. This could take the form of a workshop that includes off-campus visits, observation, interviews, data analysis, and the submission of research reports. This should begin within two years.

4. The typical teaching load is a heavy one and permits little opportunity for research by the academic staff. Since the college is principally a teaching institution, we recommend that teaching quality be the primary basis of evaluation for promotion. Alternatively, if research and publication are to be stressed, then financial resources and release-time arrangements should be provided to beginning, full-time faculty.

המלצות למועצה להשכלה גבוהה – מתוך הדו"ח הכללי של הוועדה¹

Recommendations for the CHE:

In the general report we discuss issues relating to the organizational structure of the departments and the institutional environment in which the departments must operate. These contextual factors constrain their attempts to achieve excellence. The following are the principal highlights of the report:

1. The presence of sociology and anthropology in a single department has adversely affected the quality of graduate study in anthropology. Consideration should be given to the formulation of graduate study in anthropology on a consortium, cross-university, basis.
2. Statistical reasoning is becoming increasingly important in sociological research. The Committee therefore recommends that statistical training be strengthened in all sociology and anthropology programs in Israel.
3. The expansion of applied programs at the graduate level has the potential of distorting the academic goals of the departments. The rapid growth of applied organizational studies is a particular concern. We recommend that such programs be limited to a modest size.
4. Subfields in which departments have achieved an international reputation for research (such as social stratification) should be protected even if enrollment in them is small. It is also our view that the university departments should be relatively balanced in their coverage of different research styles and not be dominated by a single methodological or conceptual approach.
5. The Committee recommends that consideration be given to strategies for increasing enrollment in graduate programs, especially encouraging applications from graduate students who have a BA from another discipline, recruiting foreign students, enlarging direct-to-PhD graduate programs, and introducing an English language curriculum at the graduate level.
6. To better assess training outcomes from the programs, the Committee recommends that each department periodically conduct an alumni survey.
7. Specific to the colleges, the Committee recommends that the MALAG clarify the roles of the colleges in the system of higher education, possibly differentiating their goals from those of the universities.
8. Specific to the colleges, we recommend that the criteria for promotion in the colleges be brought into line with the responsibilities of faculty, which are more oriented to teaching and less to research than in the universities.

¹ נדרשת התייחסות לפירוט וההרחבות בגוף הדו"ח.