

The institution's implementation of the evaluation committees' recommendations

Institution A: The Hebrew University of Jerusalem

1. Information:

The evaluator used the following documents:

- a. The evaluation committee's report of August, 2012
- b. Implementation report submitted by the institution on 28 October, 2014
- c. Any other documents: 5 CVs of new faculty, list of faculty publications, 10 syllabi of new courses and information on teaching staff submitted by The Hebrew University of Jerusalem along with their implementation report

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

Recommendations	Was the recommendation implemented? Yes/No/Partially	Is the implementation of this recommendation crucial for the continuation of the study program? Yes/no	Is there a need for further follow up before the next round of evaluation? Yes/no/partially	Notes
Rebuild Anthropology; the Anthropology faculty should have a minimum of 3 additional faculty members	Partially. 2 Anthropologists have been hired (Brink-Danan and Wilf)	Yes. The Committee felt that at least one more Anthropologist is needed for the program, preferably more	Yes	
Strengthen Quantitative faculty by hiring at least 2 faculty additional quantitative sociologists	Partially. Hired Yurovich as joint appointment with Department of Public Policy	Yes	Yes	The Department has strengthened its quantitative focus by adding postdocs with a quantitative focus. But additional faculty members are still needed

<p>Develop a Plan for Excellence in Research within a year</p>	<p>Partially. The “plan” for achieving future excellence was not included in the materials submitted along with the implementation materials, so it is not all that clear which components of the plan have been implemented. The list of publications submitted indicates that faculty have been active in publishing their research in high quality journals and with high quality presence</p>	<p>Yes</p>	<p>No</p>	<p>While the plan was not included in the materials reviewed, it appears clear that the DSA is moving forward on implementing the recommendations to achieve future excellence</p>
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Revision of the BA Program	Yes. The BA program has been substantially revised	Yes	No	The new courses that have been added would seem to provide greater clarity and structure to the BA program
Faculty Presence: There is a need for greater integration among the 4 graduate program areas and increase presence of faculty in departmental offices	Partially. HJUI is experimenting with a pilot bus program and hoping that planned changes to the doctoral program will encourage faculty to spend more time on campus	Yes	Yes	Greater integration is important for HJUI to reach its goals regarding achieving future excellence
Statistical training: the DSA at HJUI must build strength in quantitative sociology to complement its strength in demography	Partially. An additional faculty member with quantitative strengths has been hired and new postdocs have quantitative strengths (see above). The DSA has also added an additional required unit of Introductory Statistics and hopes to offer a new advanced statistical course next year	Yes	Yes	

More teaching assistantships to enable graduate students to concentrate on their studies without having to take outside employment	Partially. The DSA is in the process of rearranging how funds are used for graduate students: more doctoral students are being shifted to frontal teaching courses while MA students are being used mainly in courses where frontal lecturing is not required	Yes	No	The DSA appears to be making good progress in implementing this recommendation
Establish a junior faculty mentorship program	Yes. Each new faculty member in the DSA is now matched to a mentor	Yes	No	
Alumni Tracking program to understand better the effectiveness of the training program	Partially. Planning is underway for an alumni tracking program but it has not yet "taken effect"	No	No	
Basic and Applied Organization Studies Program. This is a recommendation made by the "Nitur Evaluation Committee"	Yes. The DSA has put limits on the overall size of this program and are trying to get more research oriented students	No	No	I do not believe that our evaluation committee made a recommendation re the MA program in Basic and Applied Organization Studies. We agreed that this MA program was likely to attract many good students

3. Conclusions regarding the implementation of the recommendations. Please include operative recommendations for the continuation of the follow up to be implemented by the institution's administration, department, CHE, PBC, etc.

The Department of Sociology at The Hebrew University of Jerusalem has made good progress in implementing a number of the recommendations made by the evaluation committee in their August 2012 report. The Anthropology and the quantitative Sociology groups have been strengthened, although each needs to hire additional faculty in order to meet the evaluation committee's recommendations. An explicit plan to achieving future excellence would be helpful. Further efforts are needed to achieve greater integration of faculty, both among the graduate program areas and as a presence on campus.

General observations:

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

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

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

