

**Self Evaluation – Department of Arabic Language and Literature –
Action Plan for Implementation of the Committee's Recommendations**

Committee's recommendations (June 2013)	Action Plan Department's (D) response / University Administration (U) (January 2015)	Schedule (Month/Year)
<u>Organizational Structure</u>		
Advisable changes:		
<p>1. The Department should have more senior faculty, whether via encouragement of promotion or by new appointments, to provide it with the academic leadership that it needs. (Intermediate term ~ within 2-3 years)</p>	<p>(D) In the next 2-3 years we expect one faculty member to be promoted to Associate Professor and two other members to Full Professors.</p> <p>(U) The University promotion process is based on the highest national and international criteria of academic excellence, and includes the requirement of (as in any other academic institute) steady and excellent research activities, publications in leading journal and grant winning.</p>	December 2017
<p>2. The Department should deepen cooperation with other departments - Middle Eastern History, Comparative Literature, etc. – so as to increase the variety of courses available to students, further academic interaction among faculty in different disciplines, and lessen the danger of intellectual and cultural isolation of the students. In order to achieve this goal, a second subject should be made obligatory. (Intermediate term ~ within 2-3 years)</p>	<p>(D) Our undergraduate students are required to take a double major.</p> <p>In terms of collaboration with other academic units:</p> <ul style="list-style-type: none"> • 2 students from the Overseas program are taking two BA Arabic language courses • The Languages of the World course is given as part of the Mindscapes program to students from all the University's faculties. <p>MA students are encouraged to take interdisciplinary courses. Several of our MA and PhD students are already supervised both by a lecturer from our Department and another from another department. We aim to increase this trend.</p> <p>For example,</p> <ol style="list-style-type: none"> 1. Prof. Vardit Rispler-Chaim jointly supervises a doctoral student with Prof. Miri Cohen from the School of Social Work, and a graduate student together with Prof. Avner Giladi from the Department of History of the Middle East. 2. Dr. Judith Dror jointly supervises a graduate student with Dr. Sol Azuelos-Atias from the Department of Hebrew Language. 3. A student from the Department of Information Systems is writing her thesis in the area of <i>Jāhili</i> poetry under the supervision of Dr. Ali Hussein; she is attempting to create software through which non-authentic <i>Jāhili</i> poetry can be identified. <p>Further, it is our intention to examine collaboration opportunities with departments whose areas of focus intersect with ours such as the Departments of Hebrew and Comparative Literature, Middle Eastern Studies and Hebrew Language, in the context of mutual recognition of courses.</p> <p>The following are some collaborations being run by Department members with other departments in the Faculty of Humanities and outside of it:</p> <ul style="list-style-type: none"> • This year Dr. Arin Salamah-Qudsi is participating for one semester in a Faculty course that is part of the Landscapes of Knowledge program: Eve and Pandora, headed by Dr. Vered Lev Kenaan from the Department of Hebrew and Comparative Literature. • Dr. Ali Hussein edited and published together with Dr. Ayelet Oettinger of the Department of Hebrew and Comparative Literature Volume 6, in honor of Prof. Yosef 	---

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	<p>Toby, of <i>Beyn 'Ever le-'Arav</i>.</p> <ul style="list-style-type: none"> Two students from the Department of Information Systems developed, together with Dr. Ali Hussein, web-based software that is meant to constitute a reservoir of rhetoric elements appearing in classical Arabic poetry. Prof. Aharon Geva-Kleinberger and Dr. Ali Hussein are organizing a one-day seminar, in cooperation with the Van Leer Institute, entitled "Haifa in Hebrew, Haifa in Arabic: Haifa as a Center of Literary, Cinematic, Musical and Theatrical Creation". 	
Mission and Goals		
3. The Department should work to improve the correlation between the mission and goals that it sets for itself within the larger academic community and the role it actually fills. (Short term ~ within 1 year)	(D) Our departmental seminars and conferences will include more presentations in English and Hebrew to cater to the wider University academic community. Starting in May 2015, our Department will hold an international two-day conference that will offer simultaneous translation. In the next academic year we will also offer a course in Arabic dialects in North Israel taught by six different lecturers from Israeli universities and abroad.	May 2015
Study Programs		
Advisable changes:		
4. At BA level, more courses should be provided, with greater variety of topic; e.g., more courses on poetry and prose (classical and modern). (Intermediate term ~ within 2-3 years)	(D) The selection of the BA courses is contingent upon our available faculty and new recruits. Despite budget limitations, we try to expand the course selections we offer. Rarely is an elective course repeated in a consecutive year.	---
5. More generally, instruction in grammar should be calibrated with the teaching of advanced western linguistic scholarship and scholarship on Arabic grammatical theories. (Intermediate term ~ within 2-3 years)	(D) This suggestion has already been implemented in the current academic year. Two new courses in western linguistics are taught by Dr. Judith Dror on the BA level: Modern Grammatical Theories, Grammar of Modern Standard Arabic. Two courses in the MA program are taught by Prof. Aharon Geva-Kleinberger: Linguistic Maps and Arabic and Maltese in a comparative Linguistic View.	October 2014
6. At MA level, more varied courses should be available, especially on popular culture, on literary criticism, and on general linguistics; and the Committee noted a desire for availability of instruction (perhaps via co-operation with Jerusalem) on Shi'ism. (Intermediate term ~ within 2-3 years)	(D) This is a good idea, which we already started last semester at the BA level in the course Poetry and Folklore in Middle Eastern Languages and we will try incorporating similar topics at the MA level.	October 2015
7. At graduate level, introduction of exams and an oral defense, in order to filter out those who do not meet	(D) We are considering introducing an oral defense of their dissertation to our PhD students.	June 2016

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the requirements. <i>(Intermediate term ~ within 2-3 years)</i>		
8. At the graduate level, more insistence should be placed on the students' practising expository writing and speaking in English in order to make them competitive and able to collaborate internationally.	(D) We are in the midst of developing a new course for MA and PhD students in which they will have to research a topic, and then write and present their results in English in a departmental graduate student conference. Additionally, we will also encourage the participation of PhD students in international conferences with their own presentations.	October 2015
9. At graduate level, a regular (at least bi-weekly) seminar or colloquium should be established, for graduate students and others from inside and outside the institution to present their work in progress and discuss it with their peers. This should be mandatory and for credit. (This in addition to any staff seminar that the department holds). <i>(Short term ~ within 1 year)</i>	(D) This is a very good idea and we believe it will compel our PhD students to be more active in departmental life and be exposed to other topics rather than their own and increase their interaction with their peers. While writing their dissertations PhD students will have to attend 6 departmental seminars or conferences and hand in a structured review of 4 of these 6 meetings. As for the MA students, they will be required to attend 4 seminars or conferences and write a review on two as part of the required graduate Methodological Course. These changes are contingent on the approval of the senior faculty departmental council.	October 2015
10. At PhD level, introduction of a dissertation-writing workshop. <i>(Short term ~ within 1 year)</i>	(D) PhD students will be required to present their research topic in the Departmental Seminar.	October 2015
<u>Human Resources / Faculty</u>		
Essential changes required:		
11. The University needs seriously to attack the problem of the teacher-student ratio in the Department and bring it closer to the Faculty average, in order to give students the quality of teaching which they need and to which they are entitled and to enable faculty to carry out the research that forms an essential part of their jobs. This can be done either by raising the number of faculty – giving the Department more posts – or by lowering the number of students.	(D) We agree. We also try to recruit new outstanding faculty members. (U) See response to Recommendation 1.	October 2015
12. All faculty should supervise a smaller number of graduate	(D) We agree, as explained in our response to Recommendation 11.	October 2015

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students, to improve their ability to meet with graduates and give them more time. (Intermediate term ~ within 2-3 years)	Additionally, we are considering lowering the number of MA students who write a thesis (Track A) via a strict screening process at the end of the first year of the MA program.	
13. Junior faculty should be provided with adequate office space, with no more than two to an office. (Short term ~ within 1 year)	(D) This has recently been accomplished.	September 2014
Advisable changes:		
14. Encouragement should be given for the promotion of promising faculty to the most senior levels.	(D) We agree. (U) See response to Recommendation 1.	
15. Junior faculty need to be fully and clearly informed about the expectations and requirements for promotion and to receive encouragement and guidance about how to set about fulfilling these. (Short term ~ within 1 year)	(D) The Department Chair will meet annually with each junior faculty member and follow their progress towards promotion.	November 2014
16. Junior faculty should be given greater opportunity to teach courses in the areas of their own research.	(D) It is normally implemented. Junior faculty teach courses according to their expertise (even if the course is a required one).	---
17. Computers should be provided in faculty offices. (Short term ~ within 1 year)	(D) Tenure-track scholars are entitled to computers in their offices.	---
18. Some adjuncts' courses have recently been cut or shortened because of budgetary constraints – these cuts should be restored. (Short term ~ within 1 year)	(D) The course given by Dr. Yehudit Dror has been restored since she is now on a tenure track.	October 2014
Students		
Essential changes required:		
19. The Committee recommends that all students at all levels be offered a preparatory course in the use of English as a scholarly language. All students should pass a test of their capacity in the language. (Short term ~ within 1 year)	(D) As for MA and PhD students, see our response to Recommendation 8. As for BA students: we will incorporate more English texts from the Bibliography in the examinations.	October 2015

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Advisable changes:		
20. The Department should encourage the acquisition of foreign languages in addition to English.	(D) We will consider the possibility of requiring our PhD students to take level C1 courses of the second foreign language that they took in their MA studies, with the University authorities' approval and financing.	October 2016
21. Greater efforts need to be made to recruit Jewish students – at the moment there are almost none in the Department. <i>(long term ~ until the next cycle of evaluation)</i>	(D) Beginning in October 2014, the Department began obtaining fellowships for graduates of Hebrew schools. Additionally, we began in November 2014 giving lectures to the Reali Hebrew High-school in Haifa (voluntarily) in the aim of establishing interest and contact with perspective students among the school population.	October 2014
<u>Research</u>		
Essential changes required:		
22. The University should give faculty pro-active encouragement, through the appropriate offices, to apply for grants, both internally and externally. Such grants will stimulate and support their own research and that of graduate students. (Currently many graduate students need to work outside the University to support themselves and their families and have limited time to participate in such extra-curricular but academically necessary and fructifying activities as workshops and conferences). <i>(Short term ~ within 1 year)</i>	<p>(D) Several faculty members have already applied for international and domestic funds and some of them were highly graded and one faculty member won.</p> <p>This year the Department Chair will encourage faculty members to apply to various grant foundations.</p> <p>(U) In the past year, new faculty members were invited to meet the Vice President of Research and the heads of the Research Authority units to present their plans and expectations. They were apprised of the many diverse ways that the Research Authority can help them raise funds for their research activities. The growing number of applications by new faculty members to the 'Marie Curie Actions' of the Seventh Framework Programme of the European Commission is the direct result of such meetings. We continue these endeavors in the framework of the European Commission's new research program, Horizon 2020, and through personal grants as well as in the framework of a range of research opportunities available to research groups (e.g., consortia), through integrating university researchers in international projects that facilitate collaboration among researchers.</p> <p>In addition, this year the Dean of Humanities is offering special one-time University of Haifa grants to faculty members who submit applications for ISF grants and to funding for research groups at the Israel Institute for Advanced Studies. In addition, faculty members who win an external grant will be awarded a second such internal grant.</p>	2014
<u>Infrastructure</u>		
Essential changes required:		
23. While the Committee understands the constraints under which the Department and the University operate in this area, it feels that it is vital that adequate provision be made for office space for junior faculty. This is a necessity,	(D) See our response to Recommendation 13.	

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<p>not an optional extra, for them to do the work for which they are there: teaching, meeting and advising students, carrying out research, consulting with colleagues, etc. There should be no more than two faculty members to an office. (Short term ~ within 1 year)</p>		
<p>24. Similarly, faculty should be provided with computers. These are an essential tool of academic research and writing in the modern age. (Short term ~ within 1 year)</p>	<p>(D) See our response to Recommendation 17.</p>	
<p>25. The journal <i>al-Karmil</i> is a central part of the Department's vision and mission for its future: it publishes articles not only in European languages but also (unlike many other journals in the field) in Arabic, reaching out thus to a larger audience than many comparable academic journals. It performs an essential function in the Department's outreach to the broader academic world. It needs to be given the (relatively modest) support necessary for it to continue in this role. (Intermediate term ~ within 2-3 years)</p>	<p>(D) We are considering turning <i>al-Karmil</i> into an electronic journal as well.</p>	<p>November 2015</p>