

IMPLEMENTING GEPs IN DIVERSE ACADEMIC LANDSCAPES

THE ISRAELI CASE: BEIT BERL ACADEMIC COLLEGE

GEP – Gender Equality Plan

HEI – Higher Education Institution

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BACKGROUND

- BBC is a multidisciplinary Academic College of Education. Its multicultural campus is characterized by a diverse mixture of young and old, Jewish and Arab, secular and religious, veteran and immigrant, local and international students of multiple identities, genders, ethnic groups and cultures.
- The college is characterized by a striking majority of women among students, administrative and academic staff members (more than 70%).
- Nevertheless, gender gaps are evident, especially in senior academic ranks.
- Some of the gaps are typical to all HEIs, while others are rooted in deep structural inequalities between universities and colleges, and the fact that academic promotion is mainly dependent on 'research productivity' even in teaching-oriented institutions.



GEP METHODOLOGY

- an online survey on work-life balance addressed to BBC academic staff; 159 of 571 academic staff members (28%) responded to the survey during a period of about six months in 2019.
- 15 interviews with BBC female staff members at three different academic ranks - Senior Lecturer, Lecturer and Non-Tenured Lecturer; and
- 10 interviews with women academics of Ethiopian origin who held PhDs or were at various stages of acquiring advanced degrees in all kinds of HEIs and fields, as a case study for a special minority group in academia.

The first two studies provided inputs regarding challenges faced by BBC staff members in their mid-career stages; the third study provided a general perspective on challenges faced by women of a minority group in their early stages of tertiary education acquisition.

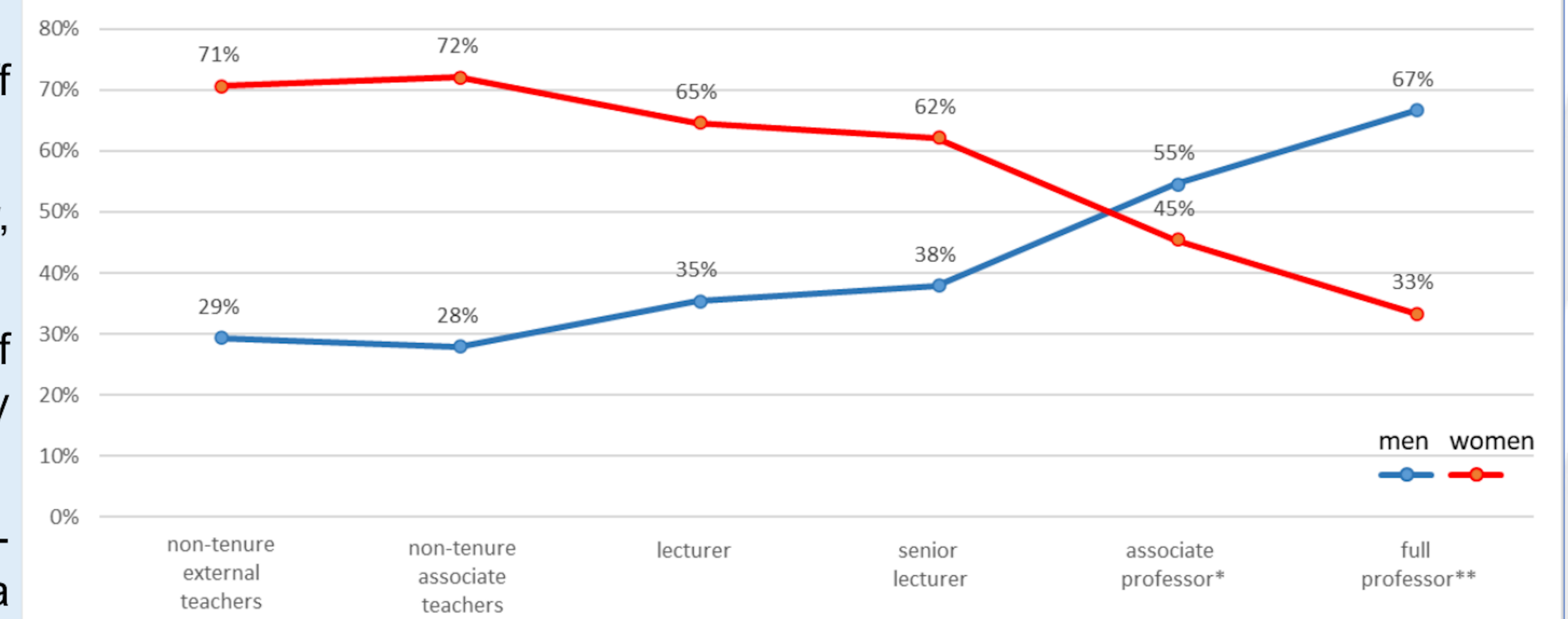
FINDINGS

- BBC findings indicate a gap between what is determined by the institution as important for promotion (research) and what is perceived by staff members as important (teaching). This gap of perceptions might be one of the reasons, why staff members (mostly women), are less engaged in research, hence are less academically promoted in the college.
- Staff members in colleges often lack adequate and significant acknowledgement and reward for their other substantial academic contributions as teachers, educators, creators, and professional experts. Although 'parallel' tracks of academic promotion exist as for Professors of Creative Arts and Professors of Practice, they are still regarded exceptional and marginal compared to research-based professorship in Israeli academia
- Challenges are multiplied in case of women of minority groups or traditional societies, as they have to pave their academic path, overcome socio-economic barriers, intersecting identities and confronting attitudes from their surroundings.
- Therefore, different groups of intersecting identities with gender require further examination, in order to develop adapted and tailor-made intervention actions suitable for their unique characteristics and needs (e.g. –Jews/Arabs, different employment and career tracks etc.).

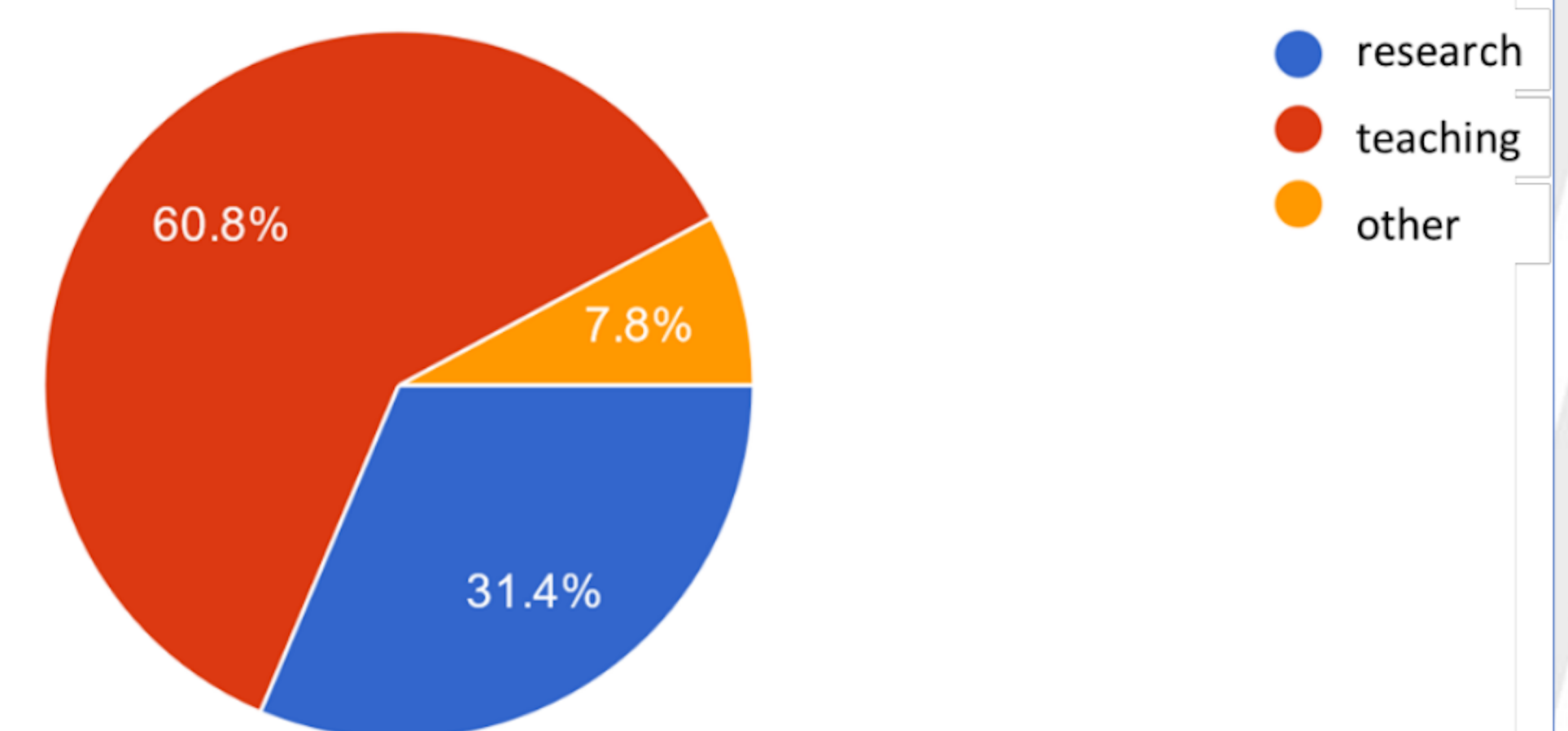
CONCLUSIONS

- Public colleges and especially the academic colleges of Education, are unique institutions in the diverse academic landscape of Israel. They are characterized by high share of women in their staff alongside gender imbalances in various aspects, in particular women representation in higher academic ranks.
- Therefore, GEPs should address all levels of implementation, meaning direct support to staff members along intervention actions in the structural level of organisations, by:
 - Micro level:** facilitating research to researchers in colleges, hence enabling them better access to the academic research promotion track.
 - Macro level:** promoting diversity through alternative and equivalent career tracks to all staff members, men and women, with their unique and multiple identities, talents, assets and contributions.

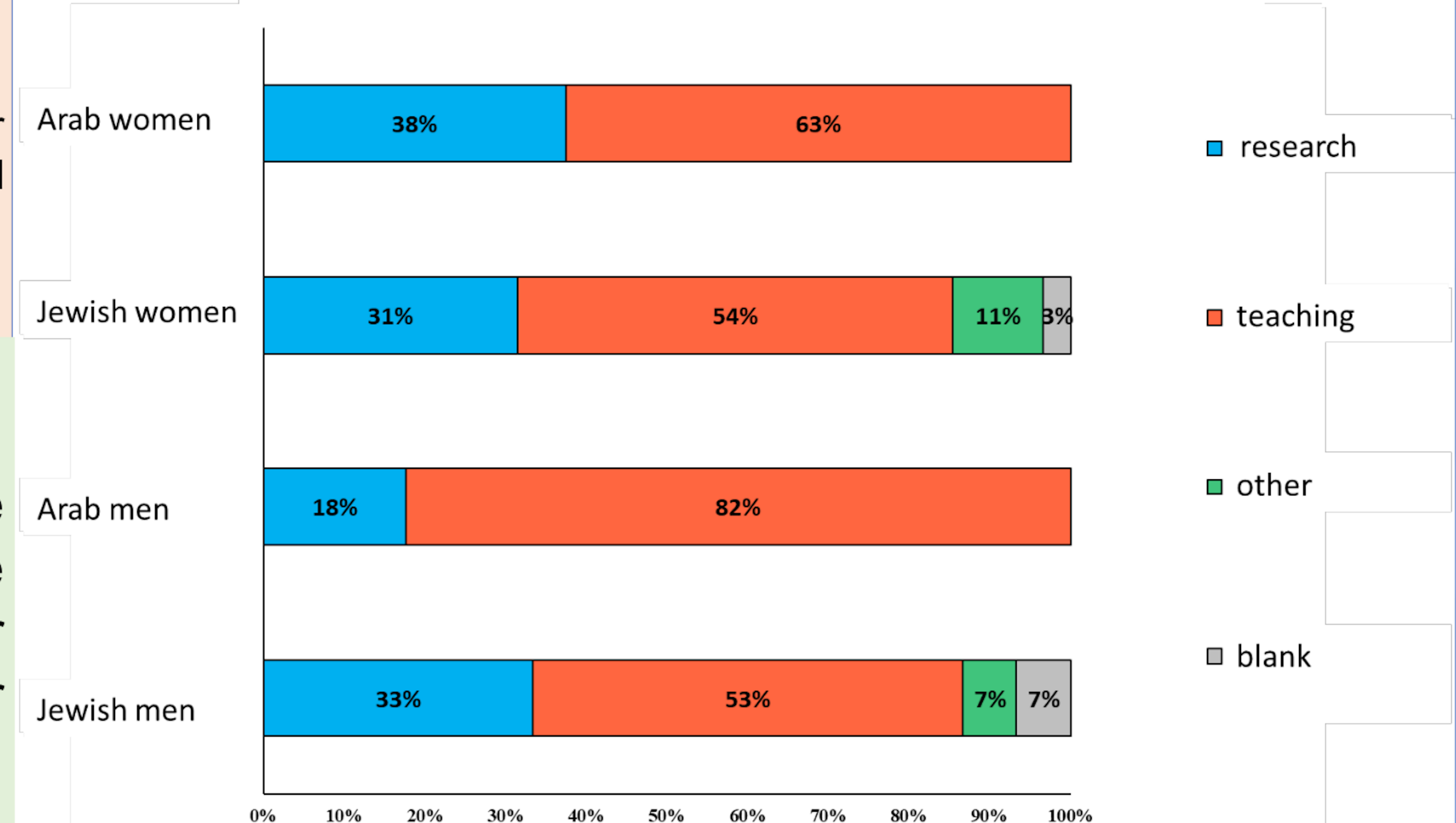
Proportion (%) of men and women in the academic staff
Beginning of 2020/21 Academic Year
Beit Berl Academic College



What is the most important aspect of your work?
153 responses



What is the most important aspect of your work?



What is the share of your time dedicated to research?
150 responses

