TAMMY RAZI - CURRICULUM VITAE

1. <u>Personal Details</u>

Permanent Home Address:

260, Hayarkon st. Tel-Aviv, 6350405, Israel

Home Telephone Number:

972-3-6044413

Office Telephone Number:

Cellular Phone:

972-54-2866196

Electronic Address:

tamarr@sapir.ac.il

2. Higher Education

A. Undergraduate and Graduate Studies

Period of Study	Name of Institution and Department	Degree	Year of Approval of Degree
2001-2006	Gender Studies Program, Bar- Ilan University Summa cum Laude	Ph.D	2006
1992-1997	General History Tel-Aviv University Magna cum Laude	.MA	1997

1987-1991	General History	BA	1991	
	and French			
	Language and			
	Literature, Tel-			
	Aviv University			

3. Academic Ranks and Tenure in Institutes of Higher Education

Dates	Name of Institution and Department	
		Rank/Position
2011-Present	Communication Department & Multidisciplinary Department, Sapir Academic College	Senior Lecturer
2007-2011	Communication Department & Multidisciplinary Department, Sapir Academic College	Lecturer
2003-2007	Communication Department & Multidisciplinary Department, Sapir Academic College	Adjunct lecturer
2006-2010	Gender Studies Program, Bar- Ilan University	Adjunct lecturer

4. Offices in Academic Administration

Dates	Name of Institution and Department	
		Position
2024-	Communication Department Sapir Academic College	Chair, MA program in Communications and Digital Communities
2014-	Multidisciplinary Department Sapir Academic College	Chair, History division
2015-2020	Communication Department & Multidisciplinary Department, Sapir Academic College	Chair, Teaching and Learning Enhancement Unit
2010-2014	Multidisciplinary Department, Sapir Academic College	Chair, Multidisciplinary Department
2011-2012	Communication Department & Multidisciplinary Department, Sapir Academic College	Chair of the Steering Committee for the development of a Liberal Arts Program for Sapir College (Shaar Ruach)
2010-2012	Communication Department & Multidisciplinary Department, Sapir Academic College	Chair, pilot program (<i>Takadam</i>), for Bedouin Students launched at the Multidisciplinary Department,

5. Scholarly Positions and Activities outside the Institution

5a. Research Agencies

DATES	NAME OF INSTITUTION/DEPARTMENT	POSITION
2007-2024	Haifa University; Bar-Ilan University, Hebrew University	Assessment of M.A. theses, M.A proposals, dissertation proposals and dissertations
2009-2024	The Israeli Science Foundation	Referee of a proposals submitted to the Foundation
2015	Jewish Memorial Foundation	Referee of research proposals submitted to the Jewish Memorial Foundation
2021	Annual meeting of the Israeli Association of Sociology –	Scientific Committee member

5b. Reviewer for Professional and Academic Journals and Publishers

International journals: Comparative Studies in Society and History, Journal of the History of Childhood and Youth, Journal of Modern Jewish Studies, Journal of Family History, Jewish Social Studies, Journal of Israeli History, British journal of social work

Israeli journals: Cathedra, Israel, Theory and Criticism

Publishers: Yad Ben-Zvi, Resling, Magnes

6. Participation in Scholarly Conferences

a. Active Participation

International

Dat	e Name	of	Place of	Subject of	Role
	Conference		Conferenc	Lecture/Discussion	
			e		

2006	22 nd Annual Meeting, Association for Israel Studies	Banff, Canada	Constructing a Social and Racial Problem: The Neglected Girl in Tel-Aviv	Lecturer
2007	23 rd Annual Meeting, Association for Israel Studies	Ra'anana, Israel	Immigration and its Discontents: Neglected Children of Urban Families in Mandatory Palestine	Lecturer
2008	European Social Science History Conference	Lisbon Portugal	Juvenile Delinquents and Neglected Children: Constructing the Nation's Margins in Mandatory Palestine	Lecturer
2008	24 th Annual Meeting, Association for Israel Studies	NYU, NYC	Tel Aviv as Dystopia	Lecturer
2009	of Jewish Studies Conference,	Jerusalem	Gender and Modernization: a comparative study of the Surveillance of working girls in Mandate Palestine	Lecturer
2009	Tel-Aviv at 100: Myths and Realities: An International Conference,	Brandeis University	Subversive Youth Cultures in Mandate Tel-Aviv	Lecturer
2009	25h Annual Meeting, Association for Israel Studies,	Sapir College	"Their parents are unable to educate them": the closed institution as an alternate family in the urban society of Mandate Palestine	Lecturer

2011	43d Annual Conference of the Association for Jewish Studies,	Washingto n DC	The Arab Jew and the Historiography of Jewish-Arab Relations in Mandatory Palestine	Presenter (together with Moshe Naor)
2012	28 th Annual Conference, Association for Israel Studies	Haifa University, Israel	Jews from Islamic and Arab Countries and Jewish-Arab Relations in Mandatory Palestine	Presenter (together with Moshe Naor and Abigail Jacobson)
2012	Russian Jewish Migration Across Borders, Across Times	Columbia University, NYC	Immigration as Trauma? Mental Health Specialists and the Treatment of 'problematic children' in Mandatory Palestine	Presenter
2013	The Sixteenth World Congress of Jewish Studies	Jerusalem	"Good Neighbours": Daily lives in Mixed Cities during the British Mandate from a Gendered Perspective	Presenter
2013	Association for Jewish Studies (AJS) 45 th Annual Conference,	Boston, USA	The Jews from Arab Countries and the Border Neighborhoods in Mandate Palestine	Presenter (together with Moshe Naor and Abigail Jacobson. Presented by Moshe Naor)
2016	The inaugural International Girls Studies Association	University of East Anglia (UK)	"Dangerous Liaisons": Oriental Spaces and Jewish Girls in Mandatory Palestine	Presenter

2016	32 nd Annual Conference, Association for Israel Studies	Yad Ben- Zvi and Begin Center	Simha Tzabari (1913-2004): Bint el-Balad	Presenter
2017	Consortium of Faculty Development	Ireland	Challenges of Faculty Development in the 21st Century	participant
2018	Consortium of Faculty Development	England	Teaching methods and diversity	participant
2021	The IAIE 2021 conference	Kibbutzim College of Education, Israel	Diversity among Students and Academic Staff: Sapir Academic College as a Case- Study	Presenter (Co- Autor with Moti Gigi and Sigal Nagar-Ron)
2022	EspaNet	The Hebrew University	Diversity among Students and Academic Staff: Sapir Academic College as a Case-Study	Presenter (together with Moti Gigi and Sigal Nagar-Ron
2023	6th European Conference on Industrial Engineering and Operations Management	Lisbon, Portugal	Gender Equity and diversity in Academia: intersectional analysis of academic staff in Israel via process mining	Presenter (Co- Autor with Sagit Kedem-Yamini and Sigal Nagar- Ron)
2024	Gender Equity in Academia (International Workshop)	Haifa University	Gender Equity vs. diversity? results from intersectional analysis of academic staff in Israel via process mining	Presenter (Co- Autor with Sagit Kedem-Yamini and Sigal Nagar- Ron)

2024	ESA (European	Porto,	Exploring Intersectional	Presenter (Co-
	Sociological	Portugal	Identities of Academic Staff	Autor with Sagit
	Association)		Via Process Mining	Kedem-Yamini
			_	and Sigal Nagar-
				Ron)

Local

Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
2005	Law and Society in Mandatory Palestine	Bar-Ilan University	Between Victorian England and Mandatory Palestine: Neglected Children and the British Law	Presenter
2005	Childhood and Children in Eretz-Israel: Phenomena and Case- Studies,	Bar-Ilan University	Juvenile Street-Peddlers in Tel-Aviv during the 30s and 40s	Presenter
2007	Private Mother, National Mother: Motherhood during the Yishu,	Bar-Ilan University	"Saving Her from the Grip of Prostitution": Mothers of Neglected Girls during the 30s and 40s"	Presenter

2007	Portrait of a Girl: The Annual Conference of the Women and Gender Studies Program,	Bat-Yam	The Invention of Girlhood: An Historical Perspective	Presenter
2007	Psychology on the Couch of Sociology,	Van-Leer Institute, Jerusalem	Between Pedagogic Retartedness and Nervousness: Diagnosis of Problematic Pupils in Mandatory Tel-Aviv	Presenter
2008	Tel-Aviv - Legacy and Preservation: A Reappraisal,	Bar-Ilan University	The Backyard of Tel-Aviv? The Margins of the Urban Society in the Mandatory Period	Presenter
2008	The End of the British Mandate: A Gaze from Britain and to Britain,	Haifa University	Saving the Children: Treatment of Juvenile Delinquents by the British Government in Palestine	Presenter
2008	Gender and Nationality,	Tel-Aviv University	Jewish-Arabs: Ethnicity, Sexuality and Nationality in Pre-State Israel	Presenter
2010	"Unforgettable Hebrew Women: Biography, Historiography and National Memory", a conference in honor of Prof.	Bar-Ilan University	Shoshana Persitz: from ''Tarbut' and Amanut' to Social Welfare in Mandate Tel- Aviv	Presenter

	Margalit Shilo's retirement			
2014	The Cultural Turn in the Study of Zionism and Israel	Tel Aviv University	A Look from Below at the Dual Thesis: Arab-Jews and Arabs during the British Mandate in Palestine	Presenter
2014	Jews and Arabs in the Middle East	The Levzion Center, Hebrew University	The Dual Thesis and Mixed Cities in Mandate Palestine"	Presenter
2014	Children's Literature and Children in Literature	Haifa University	"He must be turned back into a child": Working Children and Childhood in the Charles Kingsley's The Water-Babies	Presenter
2016	The first Gender Studies Programs, Conference	Bar-Ilan University	"The Peace between Arabs and Jews Will be Brought by the Women": Jewish-Arab Relations during the British Mandate in Palestine from a Gendered Perspective	Presenter
2019	Diversity in Academia?	Sapir Academic College	Ethnicity and Nationality: mapping the Students and Staff at Sapir College	Presenter (together with Moti Gigi and Sigal Nagar- Ron)
2020	White Academy	The Hebrew University and Ben- Gurion University	The Expansion of the Academic System: Diversity among Students and Academic Staff: Sapir Academic College as a Case-Study	Presenter (together with Moti Gigi and Sigal Nagar- Ron)
2022	Espanet	The Hebrew University	Diversity among Students and Academic Staff: Sapir	Presenter (together with Moti Gigi and

		Academic College as a Case-Study	Sigal Nagar- Ron)	

b. <u>Organization of Conferences or Sessions</u>

Date	Name of Conference	Place of Conference	Subject of Conference/ Role at Conference/ Comments	Role
2007	"Private Mother, National Mother: Motherhood during the <i>Yishu</i> (Bar-Ilan University:	Organizer (together with Margalit Shilo, Lilach Rosenberg- Freidman and Smadar Sinai)	Organizer
	Panel on Childhood and Immigration, 23 nd Annual Meeting, Association for Israel Studies, Ra'anana (together with Yael Darr)			
2007	"Six Days, Forty Years: the 1967 War – Media and Culture"	Sderot:	Organizer (together with Na'ama Sheffi)	Organizer
2008	24 th Annual Meeting, Association for Israel Studies	NYU	Panel on Tel-Aviv Organizer (together with Hizki Shoham)	Organizer

2009	Conference on Women, Gender and Periphery,	Sapir College, Sderot	Organizer (together with Einat Lahover and Sarab Aburabia-Queider)	Organizer
2009	25 th Annual Meeting, Association for Israel Studies,	Sapir College, Sderot	Panel on Orphanhood in Zionism and the Yishuv, Organizer (together with Yael Darr and Smadar Sinai)	Organizer
2010	A conference in honor of Prof. Margalit Shilo's retirement	Bar-Ilan University	"Unforgettable Hebrew Women: Biography, Historiography and National Memory" Organizer (together with Lilach Rosenberg, Smadar Sinai and Ruti Glick)	Organizer
2010	26 th Annual Meeting, Association for Israel Studies,	University of Toronto	Panel on Childhood and Media in Israel: Between the Global and the Local, Organizer (together with Yuval Gozansky)	Organizer
2012	28 th Annual Meeting, Association for Israel Studies	Haifa University, Israel	Panel on Rethinking Jewish-Arab Relations and Historiography in Pre-State Israel, Organizer (together with Moshe Naor and Abigail Jacobson)	Organizer
2014	Children's Literature and	Haifa University	Panel on childhood in 19 th century England	Organizer

	Children in Literature			
2018	The second Gender Studies Programs' Conference	Tel-Aviv University	Panel on Women in the Public Sphere in the Middle-East (chairperson)	Chairperson and Organizer (together with Mira Tzoreff)
2018	WOCMES: World Congress for Middle Eastern Studies	Seville	Panel on "A Change from Within": Women Lead an Evolutionary Revolution in the Middle East	Organizer (together with Mira Tzoreff)
2019	Diversity in Academia? 20 November, 2019	Sapir Academic College, Sderot	Co-organizer with Moti Gigi and Sigal Nagar-Ron)	Organizer and Chairperson
2021	Diversity in the Israeli Academia in the Digital Era	Sapir Academic College	Co-organizer with Moti Gigi and Sigal Nagar-Ron)	Organizer and Chairperson

7. Invited Lectures\ Colloquium Talks

Date	Place of Lecture	Name of Forum	Presentation/Comments
2006	General Studies Department, Tel-Aviv University	Series "Mashav Ruah" (Breath of Air)	"Forsaken Children" - presentation
2008	Haifa University	Series "Eretz- Israel Stage", an evening on Deborah Bernstein's book, "Gender and Nationality"	"A Gaze from the Margins to the Margins: Tel-Aviv during the British Mandate" presentation
2009	Van Leer Institute, Jerusalem	International Workshop with Prof. Janise Jenkins (San Diego University),	The Treatment of Neglected Children in Mandate Palestine - presentation
2009	Tel-Aviv University	The seminar of Historical and Political Sociology, Department of Sociology and Anthropology	Discussion of my book "Forsaken Children"
2010	The Cherick Center, Hebrew University, Jerusalem	Author meets Criticism	Discussion of my book "Forsaken Children",
2012	Cherik Center, Hebrew University, Jerusalem	East and West in Zionist Historiography	presentation

2014	Ben Gurion University – discussion	Department Seminar of the MA Gender Studies Program,	Discussion of my current research
2014	Tel Aviv University)	"Havruta" (Graduate students of the school of History	Respondent of a panel on the family in mandate Palestine
2018	Van Leer Institute, Jerusalem	Conference on "Academy in English only? The question of the language in the Humanities in Israel"	2 2

8. Research Grants

a. Grants Awarded

Role in Research	Co-Researchers	Topic	Funded by/ Amount	Year
Co-PI	Moshe Naor and Abigail Jacobson	Jewish-Arab Relations during the British Mandate	The Center for the Studies of Relations between Jews, Christians and Moslems, Open University, Israel (10,000\$)	2012

	Co-PI	Moshe Naor and Abigail Jacobson	Jewish-Arab Relations during the British Mandate	International Research Fund Israeli Institute, Washington DC (10,000\$)	2013
-	Co-PI	Moti Gigi and Sigal Nagar-Ron	Thinking from the South	Tikva Israelit The Rothschild Foundation and the San Francisco Federation (60,000 NIS)	2018-2019
	Co-PI	Moti Gigi and Sigal Nagar-Ron	Diversity in Academia	Gvanim, The Rothschild Foundation and the San Francisco Federation (50,000 NIS)	2019-2020
	Co-PI	Sigal Nagar-Ron and Sagit Kedem- Yemini	Gender Equity and diversity in Academia: intersectional analysis of academic staff in Israel via process mining	The Forum for Gender, Law and Policy, Haifa University and Sapir Academic College research committee (Budget: 13,500 NIS)	2022- present

9. Scholarships, Awards and Prizes

2007 The Ephraim Urbach Fellowship, Jewish Memorial Foundation (10,000\$)2007 The Keren Kayemet Award for best Dissertations on Jewish History and Settlement2009 The "Centennial Year Foundation" award for best books on Tel-Aviv

10. Teaching

a. Courses Taught in Recent Years

Year	Name of Course	Type of Course	Degree	Number of
		Lecture/Seminar/		Students
		Workshop/High Learn Course/ Introduction Course (Mandatory)		
2012- present	Introduction to Western Culture	Introduction Course (Mandatory)	BA	50-90
2010- 2017	The Invention of Childhood	Introduction Course (Mandatory)	BA	30-40
2015- 2020	Introduction to the Modern Era	Introduction Course (Mandatory)	BA	40-60
2012- 2014 2022- 2023	Academic Writing	Mandatory	BA	15-25
2020- 2023	History from the Margins	Seminar	BA	15
2021	Youth Cultures	Lecture	BA	30
2015, 2020- 2021	Social History of the <i>Yishuv</i>	Lecture	BA	25
2017- 2018, 2020- 2021	A History of her own	Lecture	BA	25
2021-2023	Advanced Theories in Communication	Lecture (coordinator)	MA	10

b. **Supervision of Graduate Students**

Name of Student	Title of Thesis	Degree	Date of Completion / in Progress	Students' Achievements
Idit Erez	Mixed Marriages during the British Mandate (Together with Dr. Moshe Naor)	Ph.D	Completion 2024	
Hanan Shalabi	First Generation of Higher Education: Female Druze students at the University of Haifa, 1972-1993 (Together with Dr. Moshe Naor)	MA		

11. Miscellaneous

2006-2011: member of the research forum on Israeli History and society, headed by Prof. Anita Shapira, Tel-Aviv University

2008-2012: member of the culture studies forum, headed by Prof. Igal Elam, Sapir College

2007-2008: member of the research group on therapy and inequality, Van Leer Institute, Jerusalem

2010-2012: Participant in the two-year international pilot program of the Nevzlin Center's Project on Jewish East-European Migration, Hebrew University

2010-2012: member of the research group on Anthropology and History in the Research of the Israeli-Palestinian Space, Van Leer Institute, Jerusalem

2015-2017: Head (together with Dr. Mira Tzoreff, Tel-Aviv University) of a research group on women and gender in the Middle East, the Feminist Forum of Sapir College and Tel-Aviv University

2018-2019: Head (together with Dr. Sigal Nagar-Ron and Dr. Moti Gigi) of a research and action group on diversity in Academia

2008-2010: co-founder and member of the committee of the academic workers organization, Sapir College

2009 to present: co-founder and member of the executive board of the Feminist Forum in Sapir

2019-2020: Head, Feminist Forum in Sapir

1995-2003: Assistant Editor, Zmanim Historical Quarterly (Hebrew)

2012-2017: member of the organizing committee at Sapir College

2017-onwards: member of academia for equality

PUBLICATIONS

A. Ph.D. Dissertation

Title: Constructing the Nation's Margins: Neglected Children in Tel-Aviv during the

Thirties and Forties Language: Hebrew.

University: Bar-Ilan University.

Number of pages: 298.

Date of the Dissertation: 2006.

Name of supervisors: Prof. Margalit Shilo

B. Scientific Books (Refereed)

Razi, T. (2009). Forsaken Children: The Backyard of Mandate Tel-Aviv. Am-Oved Publishing House, 410 pp [Hebrew]

C. Edited Books and Special Journal Issues – Published

1. Gigi, M., Nagar-Ron, S. & **Razi, T**., (Editors). (2022). *Diversifying the Ivory Tower: First Generation Students Writing*. Haifa: Pardes [Hebrew, 301 pp.]

https://www.pardes.co.il/?id=showbook&catnum=978-965-541-082-2

2. **Razi, T**., & Tzoreff, M. (Guest Editors). (2018). *Special Issue: Women and Gender in Middle Eastern Spheres, New East* [Hebrew, 228 pp.]

3. (a). **Razi, T.**, & Sheffi, N. (Guest Editors). (2009). *Special Issue: The Six Day War - Media and Culture, Journal of Israeli History*, 28(2) [242 pp].

(b). **Razi, T**., & Sheffi, N. (Guest Editors). (2008). *Special Issue: The Impact of the 1967 War on Israeli Culture and Media. Israel, 13* [Hebrew, 313 pp.]

D. Articles in Refereed Journals

Published

- 1. 1. Razi, T. (2019). Jugendliche Straftater, Aufbau der Nation und Kolonialismus wahrend der britischen Mandatszeit in Palastina, *Sex and Crime Geschichten aus der judischen Underwelt. Uudischer Almanach der Leo Baeck Institute*, pp. 49-59 [German]
- 2. Razi, T. (2012). Arabs-Jews: Gender, Ethnicity and Nationalism under the British Mandate. *Theory and Criticism*, *38-39*, pp. 137-169 [Hebrew]
- 3. Razi, T. (2012). Immigration and its Discontents: Treating Children in the Psycho-Hygiene Clinic in Mandate Tel Aviv. *Journal of Modern Jewish Studies*, *11* (3), pp. 339-356.
- 4. Razi, T. (2011). "My Daughter is like Fire": Mothers and Neglected Daughters in Tel Aviv during the 1930s and 1940s. *Iyunim Bitkumat Israel*: *Gender In Israel*, pp. 140-169 [Hebrew].
- 5. Razi, T. (2010). "Children Deprived of Childhood": Removal of Children from their Homes in Pre-state Israel. *Society and Welfare*, *30* (3-4), pp. 377-396 [Hebrew].
- 6. Razi, T. (2010). "The Family Is Worthy of Being Rebuilt": Perceptions of the Jewish Family in Mandate Palestine, 1918-1948. *Journal of Family History*, *35*, pp. 395-415.
- 7. Razi, T. (2009). On the City Margins: Youths in Mandate Tel-Aviv. *Zmanim*, *106*, pp. 64-75 [Hebrew].
- 8. Razi, T. (2002). Alice outside the Enchanted Garden: The Body of Victorian Girlhood, *Zmanim*, 78, pp. 49-61 [Hebrew].
- 9. Razi, T. Nagar-Ron, S. & Kedem-Yamini, S. An intersectional and Processual Analysis of Inequality in Israeli Academia via process mining. *Studies on Regulation* 9 (Accepted)

E. Articles or Chapters in Scientific Books

Published

- Razi, T (2011). Subversive Youth Cultures in Tel-Aviv during the 30's and 40's. In M. Azaryahu and I. S. Troen (Eds). *Tel-Aviv, the First Century: Visions, Designs, Actualities. Israel Studies Series.*) (pp. 77-93). Indiana University Press.
- 2. Razi, T. (2010). "Rebuilding the Family": Perceptions of the Urban Jewish Family in the Mandate Period. In E. Katvan, M. Shilo, & R. Halperin-Kedari (Eds.). *One Law for Man and Woman, Women, Rights and Law in Mandatory Palestine* (pp. 21-56). Bar-Ilan University Press [Hebrew]
- 3. Razi, T. (2009). *Forsaken Children: The Backyard of Mandate Tel-Aviv*. Am-Oved Publishing House [Hebrew, 410 pp].

F. Other Scientific Publications

a. Book Reviews

- 1. Razi, T. (2022). Review of Anat Helman's *Consumer Culture and Leisure in the Young State of Israel, Kriot Israeliot*, 1, 312-315 [Hebrew]
- 2. Razi, T. (2020). Review of *Justice Instead of Charity* (eds. John Gal, Roni Holler), *Megamot*, (2), 268-271 [Hebrew]
- 3. Razi, T. (2016). Review of Ruth Glick's *Captive in a New Land* (Hebrew), *Cathedra 158*, 199-203[Hebrew]
- 4. Razi, T. (2013). Review of Anat Granit-Hacohen, *Hebrew Woman of the Flag. Military Service of Yishuv Women in the British Forces during the Second World War, Israel 21*, 277-281 [Hebrew]
- 5. Razi, T. (2013). Review of *Children as Avant-Garde* (eds. Yael Darr, Tal Kogman and Yehudit Shteitman), *Cathedra*, *147*, 189-192[Hebrew]
- 6. Razi, T. (2012). Review of Anat Helman's Young Tel Aviv. A Tale of Two Cities, Journal of Israeli History, 30(2), 240-242
- 7. Razi, T. (2011). Review of Rakefet Zalashik's book, *History of Psychiatry in Israel, 1892-1960* (Hebrew), *Israeli Sociology, 12*(1), 246-248 [Hebrew]

8. Razi, T. (2011). Review of Haim Avni's book, *Clients, Prostitutes and White Slavers in Argentina and in Israel, Israeli Sociology, 12*(2), 489-491 [Hebrew]

9. Razi, T. (2011). Review of Deborah Bernstein's book *Gender and Nationality, Israeli Sociology* 11(1), 276-278 [Hebrew]

b. Scientific Reports

- 1. Gigi, M., Yehuda, E. Nagar-Ron, S., & Razi, T. (2020). Diversity among staff and students: Sapir academic college as a case-study. "Tikva Ysraelit"
- 2. Lachover, E., Nagar-Ron, S., & Razi, T. (2018). Gender equity at Sapir academic college academic staff.