The GENERA PAM Tool

PAM

Task – Find indicators to specify targets and to monitor change

T1 – Removing barriers to the recruitment and career progression of female researchers

T2 – Recruit more female physicists

T3 → select third level target

If your institution wants to recruit more female physicists (in the near or far future), you could focus on one or more of the following sub-targets:

T – Increase the pool of female physicists

T – Attract more female researchers to apply

INDICATORS The following indicators can be relevant to find out how many male and female researchers have been recruited. They help to see if your institution is recruiting only a low number / share of women.

Indicator	Value	Description & Use	Source
Number of new hired faculty	Number by sex	Number of female and male researchers who were recruited in the past year.	Toolkit[1)]
Share of women and men among persons recruited	Proportion (%) by sex		Science Europe [2)]

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For which third level target do you want to find indicators?

1)

Frehill, Lisa et al. (2005): |Toolkit for Reporting Progress Toward NSF ADVANCE: Institutional Transformation Goals, ADVANCE Institutional Transformation https://advance.vt.edu/content/dam/advance_vt_edu/documents/other/advance_indicators_toolkit.pdf [2)]

Science Europe (2017). Practical Guide to Improving Gender Equality in Research Organizations http://eige.europa.eu/sites/default/files/se_gender_practical-guide.pdf

From:
https://www.genera-network.eu/ - **Gender Equality Network in Physics in the European Research Area**

Permanent link:
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