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## The GENERA PAM Tool

PAM



- Find indicators to specify targets and to monitor change



- Removing barriers to the recruitment and career progression of female researchers



- Recruit more female physicists



- Attract more female researchers to apply

If your institution wants to recruit more female physicists, another strategy could be to attract more female researchers to apply for positions. The following indicators can be relevant to measure and/or monitor the share of applications that your institution receives from female researchers. You can also use the indicators to define targets.

Indicator	Value	Description & Use	Source
		Applications that your	1)
1		institute/department/institution received in the last	Toolkit*'
and female researchers	by sex	year for research positions.	



Please have a look at the list of relevant indicators and its use.

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

From:

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

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https://www.genera-network.eu/pam:i\_target1\_1\_2

Last update: 2019/10/17 07:34

