

# The GENERA PAM Tool



## Task

- Find indicators to specify targets and to monitor change

## T<sub>1</sub>

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

## T<sub>2</sub>

- Recruit more female physicists

## T<sub>3</sub>

- 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
Number of submitted applications from male and female researchers	Number by sex Proportion (%) by sex	Applications that your institute/department/institution received in the last year for research positions.	Toolkit <sup>1)</sup>



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

<sup>1)</sup>

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](https://advance.vt.edu/content/dam/advance_vt_edu/documents/other/advance_indicators_toolkit.pdf)

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