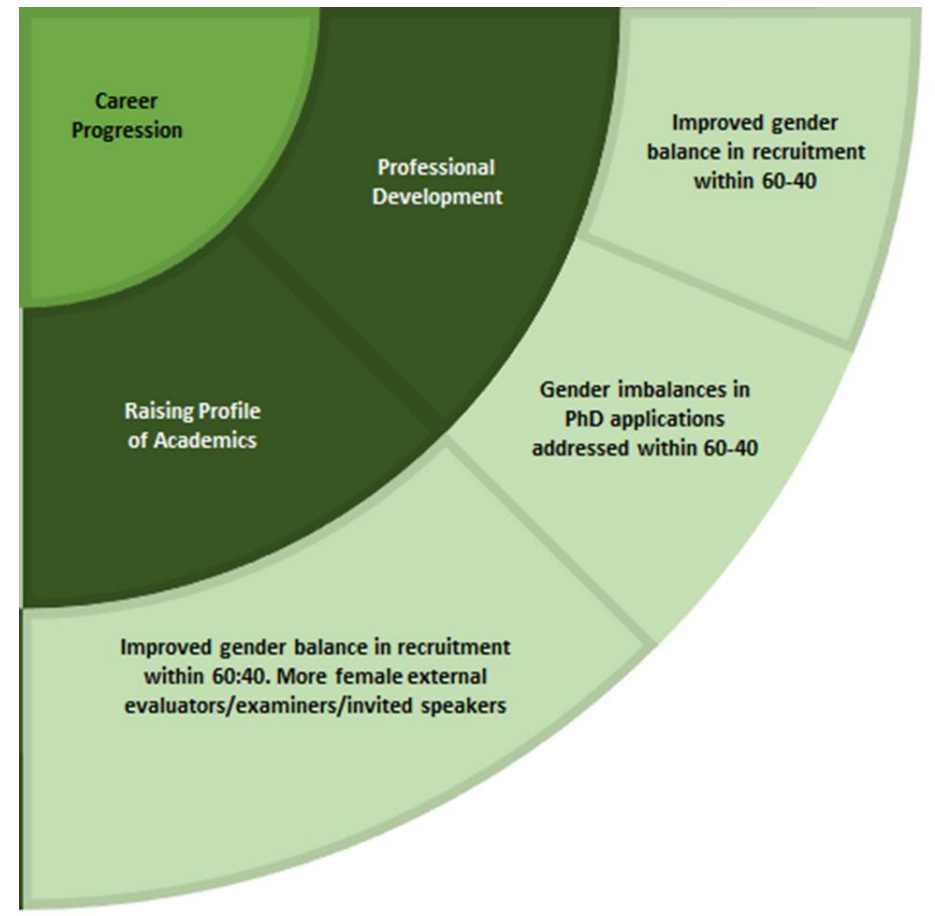


SAGE Quadrant 2: Career Progression

Each institution has drawn up the Quadrant 2 of the SAGE Wheel showing the local measures which indicate **how each dimension was translated into action.**

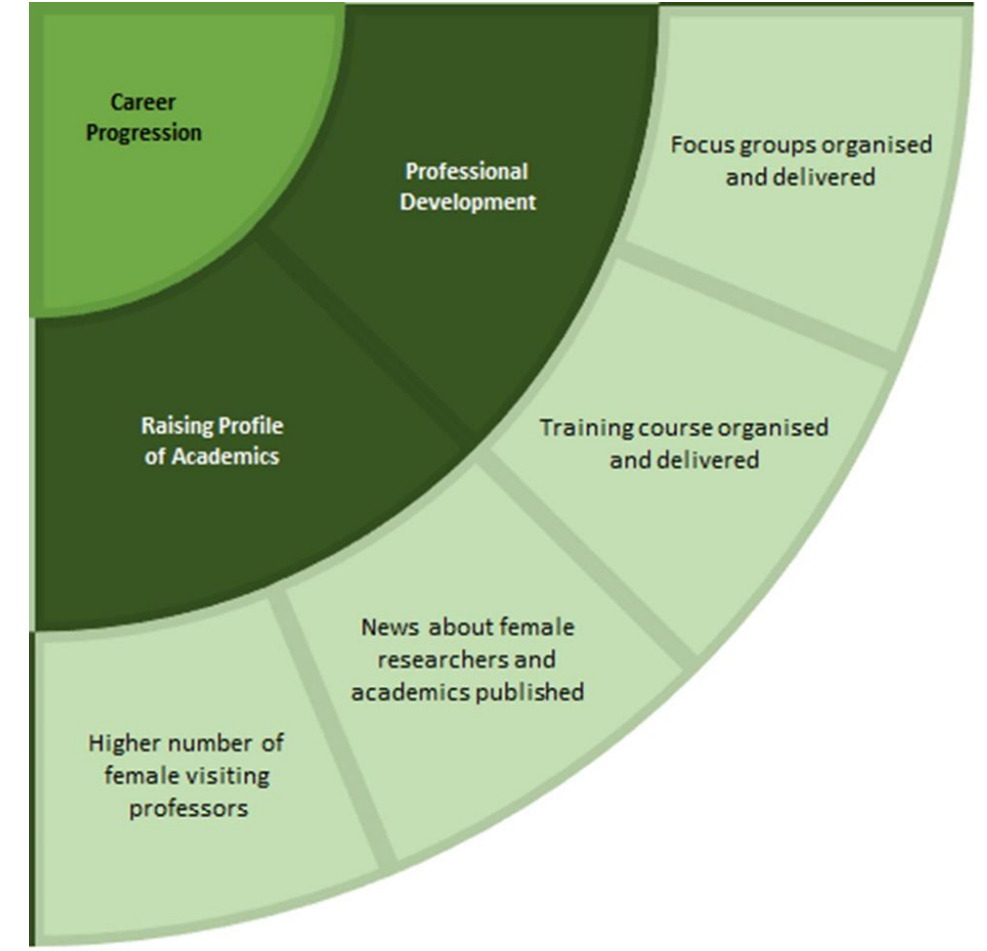
ISCTE-IUL's example

SAGE Quadrant	Dimension	Action planned	Measure of success
Career Progression	Improving Gender Balance at Professional Development Level	Introduce mandatory references to gender equality in all recruitment advertisements	Improved gender balance in recruitment within 60-40
		Introduce mandatory references to gender equality in all doctoral program advertisements	Gender imbalances in PhD applications addressed within 60-40
	Raising Profile of Academics	Introduce mandatory references to gender balance in every advertisement for full professorships	Improved gender balance in recruitment within 60:40. More female external evaluators/examiners/invited speakers



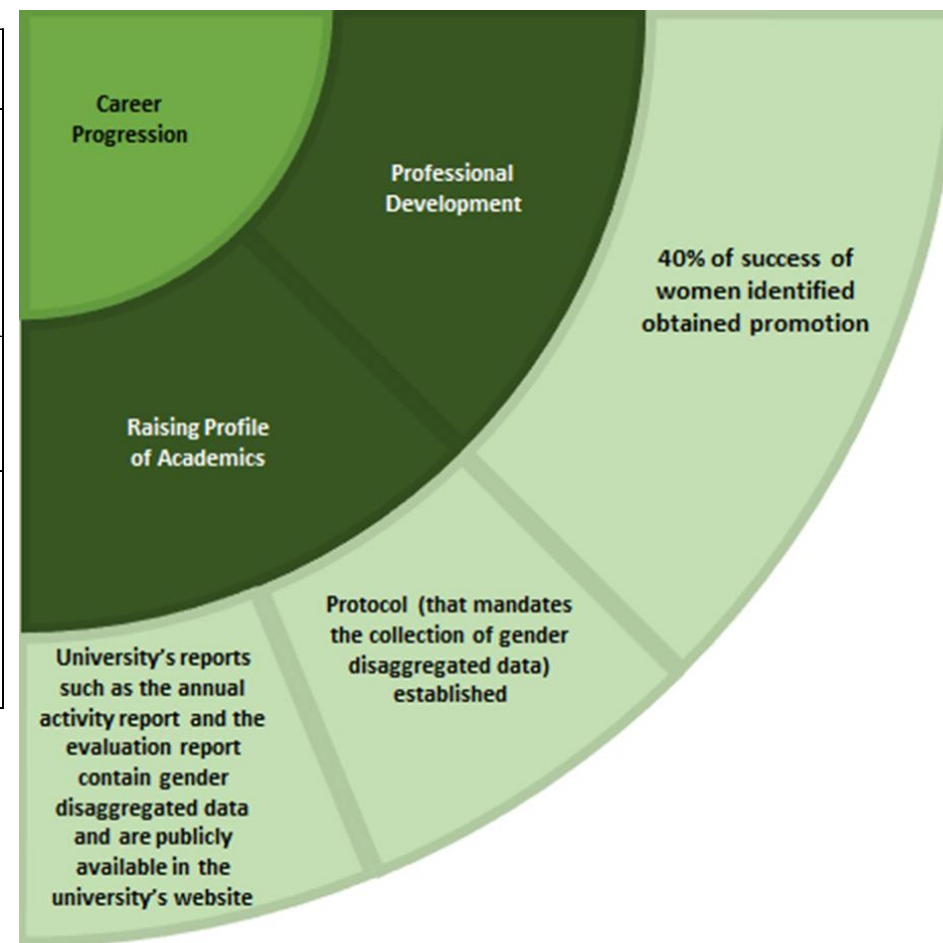
UNIBS's example

SAGE Quadrant	Dimension	Action planned	Measure of success
Career Progression	Improving Gender Balance at Professional Development Level	Setting up focus groups with selected staff members to identify gender barriers	Focus groups organised and delivered
		Organising a training course on female leadership	Training course organised and delivered
	Raising Profile of Academics	Raising the profile and presence of female researchers through University media	News about female researchers and academics published
		Monitor and seek gender parity in invites	Higher number of female visiting professors



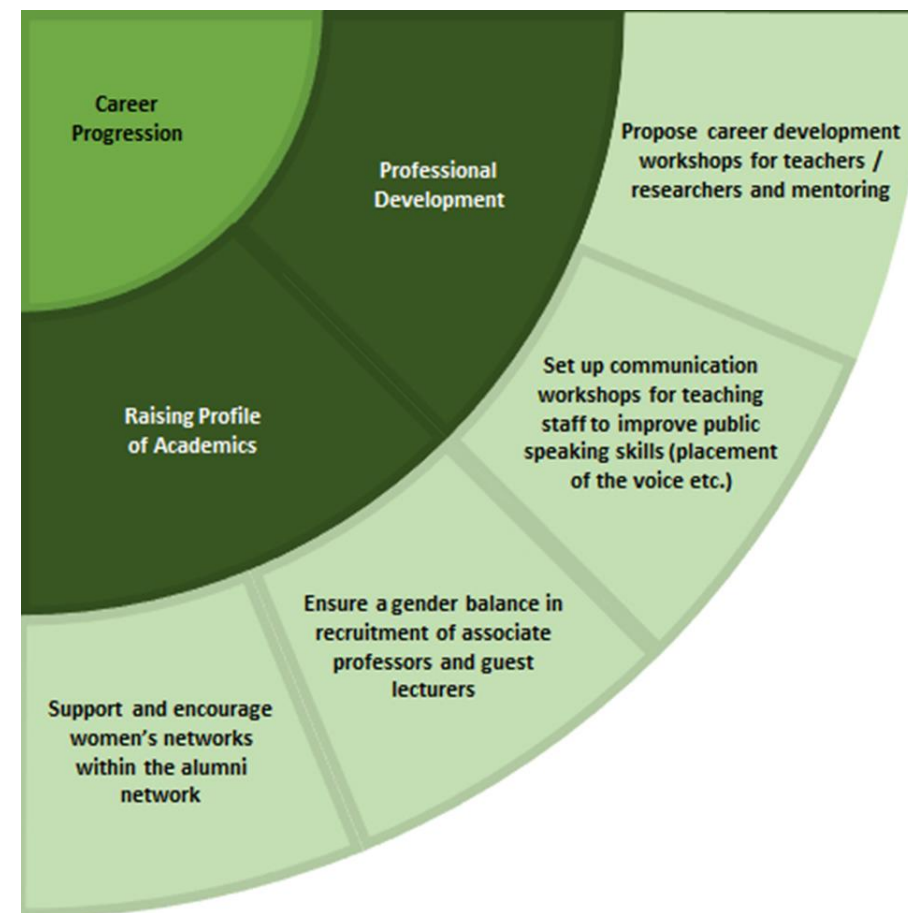
KHAS's example

SAGE Quadrant	Dimension	Action planned	Measure of success
Career Progression	Improving Gender Balance at Professional Development Level	Encourage deans to identify candidates for promotion and mentor women to seek promotion.	40% of success of women identified obtained promotion
	Raising Profile of Academics	Establish a new protocol that mandates the collection of gender disaggregated data.	Protocol established
		Dissemination of gender disaggregated data in official reports publicly available	University's reports such as the annual activity report and the evaluation report contain gender disaggregated data and are publicly available in the university's website.



SCiPo's example

SAGE Quadrant	Dimension	Action planned	Measure of success
Career Progression	Improving Gender Balance at Professional Development Level	Female teachers' / researchers' career development	Propose career development workshops for teachers / researchers and mentoring.
		Women's careers	Set up communication workshops for teaching staff to improve public speaking skills (placement of the voice etc.)
	Raising Profile of Academics	Associate professors and guest lecturers.	Ensure a gender balance in recruitment of associate professors and guest lecturers
		Raising the profile of women alumni.	Support and encourage women's networks within the alumni network.



IUS's example

- Needs to be implemented
- In process
- Implemented (partially implemented)

SAGE Quadrant	Dimension	Action planned	Measure of success
Career Progression	Improving Gender Balance at Professional Development Level	Training on applying to research funding that includes good practice of including gender in all discipline research.	Training developed and taken place (at least 20 early career professors trained – 10 females and 10 male)
		Disseminate new promotion policy to academic, start a record of successful promotions to be available for viewing, also monitoring gender ratios for those eligible to apply; applicants and successful.	New promotion policy established and examined for possible gender biases. Increase in satisfaction with the promotion process reported amongst academics. Gendered data on all stages of promotion process available.
	Raising Profile of Academics	Academic leadership Programs for Women	At least 5 early career female professors trained
		Media training to disseminate research and project outputs	At least 10 early career female professors trained
		Peer mentoring for women	At least 10 early career female professors assigned senior professors (both male and female) as career mentors.

