

Performance Measurement Framework

PMF Scorecard - 2025-26

PMF#	Strategic Theme	PMF	Unit of Measure	2024-25 Target	2024-25 Outcome	2024-25 Status	2024-25 Result	2025-26 Target	2025-26 Outcome	2025-26 Status	2025-26 Result	2020-21 thru 2025-26
1a.	Discovery	Overall student headcount	# students	16,850 students	17,288 students	made target		16,850 students	16,642 students	missed target		
1b.	Discovery	% undergraduate students retained year 1 to year 2	% retained	85.0% retained	86.5% retained	made target		85.0% retained	86.7% retained	made target		
1c.	Discovery	% of students engaged in experiential learning	% of students	100% of students by 2025	71.25% of students	missed target		71.25%+ of students	99.6% of students	made target		
1d.	Discovery	Student Satisfaction	7-point Likert scale	5.05+	5.03	missed target		5.05+	5.01	missed target		
2a.	Truth & Reconciliation	# of domestic self-declared Indigenous students	# students	2,500 students	2,377 students	missed target		2,500 students	2,418 students	missed target		
2b.	Truth & Reconciliation	# of parchments awarded to self-declared indigenous graduates	# of parchments	455+ parchments awarded	467 parchments awarded	made target		467+ parchments awarded	433 parchments awarded	missed target		
2c.	Truth & Reconciliation	% of procurement opportunities awarded to Indigenous suppliers	% of procurement opportunities	10% of opportunities awarded to Indigenous suppliers	2.42% of opportunities awarded to indigenous suppliers	missed target		10% of opportunities awarded to Indigenous suppliers	4.15% of opportunities awarded to Indigenous suppliers	missed target		

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3a.	Well-being & Belonging	% of workforce who are reporting a disability (revised measure)	% of workforce	4.9+% of workforce reporting a disability	5.5% of workforce reporting a disability	made target		5.5+% of workforce reporting a disability	5.7 % of workforce reporting a disability	made target		
3b.	Well-being & Belonging	% of senior leadership that is from designated groups	% of senior leadership	60% of senior leadership	48.3% of senior leadership	missed target		60% of senior leadership	48.0% of senior leadership	missed target		
3c.	Well-being & Belonging	Employee engagement and satisfaction	5-point Likert scale	Likert Score of 3.6+ by 2026	no 2025 result, next result due in 2026 winter	n/a due to changed rating scale		Likert Score of 3.6+ by 2026	survey not conducted in winter 2026, deferred to future year	n/a		
3d.	Well-being & Belonging	Student Financial Support	\$ million	\$23.2+ million	\$24.2 million	made target		\$24.2+ million	\$24.45 million	made target		
4a.	Environment & Climate Action	Water consumption & carbon footprint reduction projects	% reduction	25% reduction in ecological footprint by 2027	new measure will be developed by 2027	n/a		25% reduction in footprint (by 2027)	15.3% reduction (from 2018-19 levels)	missed target		
4b.	Environment & Climate Action	# of living labs on- and off-campus focused on decarbonization	# of living labs	3 by 2025	3 living labs operational	made target		measure completed	3 living labs operational (since 2024-25)	made target		

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5a.	Impact & Identity	Research impact (citations): "Research Quality" from THE WUR	THE WUR "research quality" score (out of 100)		suspended pending new citation measure	n/a		any annual improvement in score	61.9 - down from 66.5 in previous year	missed target		
5b.	Impact & Identity	Research impact: # media mentions with UR research and creative contributions	# of media mentions	5,500 media mentions	10,102 media mentions	made target		14,000 media mentions	14,491 media mentions	made target		
5c.	Impact & Identity	Research Revenue	\$ million	\$10 million in Tri-Agency funding	\$9.86 million	missed target		\$11 million in Tri-Agency funding	\$10.6 million in Tri-Agency funding	missed target		
5d.	Impact & Identity	percentile for THE Impact Ranking for SDG 17	percentile score (out of 100)	improvement from 2024 score	71.9%	made target		71.9%+	65.0%	missed target		