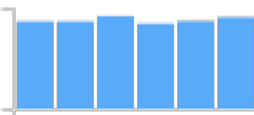
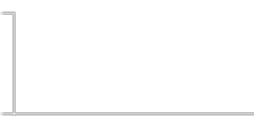
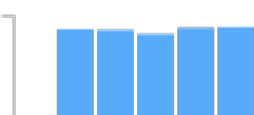
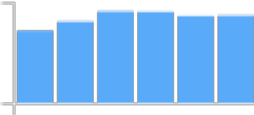


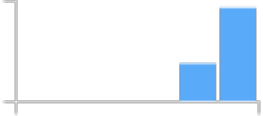
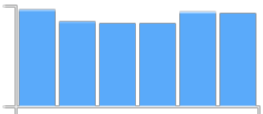
Performance Measurement Framework

PMF Scorecard - 2023-24

PMF#	Strategic Theme	PMF	Unit of Measure	2022-23 Target	2022-23 Outcome	2022-23 Status	2022-23 Result	2023-24 Target	2023-24 Outcome	2023-24 Status	2023-24 Result	2018-19 thru 2023-24
1a.	Discovery	Overall student headcount	students	16,550 students	15,639 students	missed target		16,550 students	16,682 students **	made target		
1b.	Discovery	% of undergraduate students retained year 1 to year 2	% retained	80.0% retained	81.7% retained	made target		82.0% retained	85.3% retained	made target		
1c.	Discovery	% of students engaged in experiential learning	% of students	100% of students by 2025	not available (new measure)			100% of students by 2025	measure delayed to Dec report			
1d.	Discovery	Student Satisfaction	7-point Likert scale	4.65+	5.01	made target		5.01+	5.05 (last year of SSI)	made target		
2a.	Truth & Reconciliation	# of domestic self-declared Indigenous students	students	2,500 students	2,333 students	missed target		2,500 students	2,345 students **	missed target		
2b.	Truth & Reconciliation	# of parchments awarded to domestic self-declared Indigenous graduates	# of parchments	year over year increase in # of parchments	410	made target		410+ parchments awards	455 parchments awards **	made target		

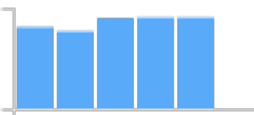
Performance Measurement Framework

PMF Scorecard - 2023-24

PMF#	Strategic Theme	PMF	Unit of Measure	2022-23 Target	2022-23 Outcome	2022-23 Status	2022-23 Result	2023-24 Target	2023-24 Outcome	2023-24 Status	2023-24 Result	2018-19 thru 2023-24
2c.	Truth & Reconciliation	% of procurement opportunities awarded to Indigenous suppliers	% of procurement opportunities	new measure	1.0%	new measure		10% of opportunities awarded to Indigenous suppliers	2.5%	missed target		
3a.	Well-being & Belonging	% of workforce who are reporting a disability (revised measure)	% of workforce	revised measure	revised measure	revised measure		4.7+% of workforce reporting a disability	4.9% of workforce **	made target		
3b.	Well-being & Belonging	% of senior leadership that is from designated groups	% of senior leadership	60% of senior leadership	52% of senior leadership	missed target		60% of senior leadership	46% of senior leadership **	missed target		
3c.	Well-being & Belonging	Employee engagement and satisfaction (next survey 2026)	5-point Likert scale	0 Net Promoter Score	-7.5 Net Promoter Score	missed target		Net Promoter Score of 0 by 2025	3.6 Likert			
3d.	Well-being & Belonging	Student Financial Support	\$ million	\$21.0 million	\$23.2 million	made target		\$23.2+ million	\$23.0 million	missed target		
4a.	Environment & Climate Action	Water consumption & carbon footprint reduction projects	% Reduction	\$3.0 million	\$0.795 million	missed target		25% Reduction in ecological footprint by 2025	see notes	missed target		

Performance Measurement Framework

PMF Scorecard - 2023-24

PMF#	Strategic Theme	PMF	Unit of Measure	2022-23 Target	2022-23 Outcome	2022-23 Status	2022-23 Result	2023-24 Target	2023-24 Outcome	2023-24 Status	2023-24 Result	2018-19 thru 2023-24
4b.	Environment & Climate Action	# of living labs on- and off-campus focused on decarbonization	# of living labs	3 by 2025	on track for target	made target		3 by 2025	see notes	made target		
5a.	Impact & Identity	Research impact: Field Weighted Citation Impact (FWCI, one year lag)	FWCI	1.51+ FWCI	1.51 FWCI	made target		1.51+ FWCI	suspended one year (Open Alex)			
5b.	Impact & Identity	Research impact: # of media mentions with UR research and creative contrib.	# of media mentions	3,500 media mentions	4,049 media mentions	made target		4,100 media mentions	5,530 media mentions	made target		
5c.	Impact & Identity	Research Revenue	\$ million	revised measure	revised measure	revised measure		\$12.6 million in Tri-Agency funding	\$11.0 million	missed target		
5d.	Impact & Identity	increase in percentage for THE Impact Ranking for SDG 17 - Partnerships for the goals	increase in % for THE Ranking	75% in 2024	69.8 % (on track for target)	made target		75% in 2024	changed reporting by THE, June 2024			