



















## Performance Measurement Framework

### PMF Scorecard - 2024-25

PMF#	Strategic Theme	PMF	Unit of Measure	2023-24 Target	2023-24 Outcome	2023-24 Status	2023-24 Result	2024-25 Target	2024-25 Outcome	2024-25 Status	2024-25 Result	2019-20 thru 2024-25
1a.	Discovery	Overall student headcount	students	16,550 students	16,682 students **	made target		16,850 students	17,288 students	made target		
1b.	Discovery	% of undergraduate students retained year 1 to year 2	% retained	82.0% retained	85.3% retained	made target		85.0% retained	86.5% retained	made target		
1c.	Discovery	% of students engaged in experiential learning	% of students	100% of students by 2025	data collection delayed			100% of students by 2025	71.25% of students	missed target		
1d.	Discovery	Student Satisfaction	7-point Likert scale	5.01+	5.05 (last year of SSI)	made target		5.05+	5.03	missed target		
2a.	Truth & Reconciliation	# of domestic self-declared Indigenous students	students	2,500 students	2,345 students **	missed target		2,500 students	2,377 students	missed target		
2b.	Truth & Reconciliation	# of parchments awarded to domestic self-declared Indigenous graduates	# of parchments	410+ parchments awarded	455 parchments awarded **	made target		455+ parchments awarded	467 parchments awarded	made target		
2c.	Truth & Reconciliation	% of procurement opportunities awarded to Indigenous suppliers	% of procurement opportunities	10% of opportunities awarded to Indigenous suppliers	2.5% of opportunities awarded to Indigenous suppliers	missed target		10% of opportunities awarded to Indigenous suppliers	2.42% 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	4.7+% of workforce reporting a disability	4.9% of workforce **	made target		4.9+% of workforce reporting a disability	5.5% 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	46% of senior leadership **	missed target		60% of senior leadership	48.3% of senior leadership	missed target		
3c.	Well-being & Belonging	Employee engagement and satisfaction (next survey 2026)	5-point Likert scale	Net Promoter Score of 0 by 2025	3.6 Likert	n/a due to changed rating scale		Likert Score of 3.6+ by 2026	result in 2026			
3d.	Well-being & Belonging	Student Financial Support	\$ million	\$23.2+ million	\$23.0 million	missed target		\$23.2+ million	24.2 million	made target		
4a.	Environment & Climate Action	Water consumption & carbon footprint reduction projects	% Reduction	25% Reduction in ecological footprint by 2025	see notes	missed target		25% Reduction in ecological footprint by 2027	new measure will be developed by 2027			
4b.	Environment & Climate Action	# of living labs on- and off-campus focused on decarbonization	# of living labs	on track to 3 by 2025	see notes	made target		3 by 2025	3 living labs operational	made target		

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5a.	Impact & Identity	Research impact: Field Weighted Citation Impact (FWCI, one year lag)	FWCI	1.51+ FWCI	suspended one year (Open Alex)			+ FWCI from 2023-24	suspended pending new citation measure			
5b.	Impact & Identity	Research impact: # of media mentions with UR research and creative contrib.	# of media mentions	4,100 media mentions	5,530 media mentions	made target		5,500 media mentions	10,102 media mentions	made target		
5c.	Impact & Identity	Research Revenue	\$ million	\$12.6 million in Tri-Agency funding	\$11.0 million	missed target		\$10 million in Tri-Agency funding	\$9.86 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	62.8%		changed reporting by THE, June 2024	improvement from 2024 (June 2025)	71.9%	made target	