
























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 | | | |  |
| 1b. | Discovery | % of undergraduate students retained year 1 to year 2 | % retained | 85.0% retained | 86.5% retained | made target |  | 85.0% retained | | | |  |
| 1c. | Discovery | % of students engaged in experiential learning | % of students | 100% of students by 2025 | 71.25% of students | missed target |  | 71.25%+ | | | |  |
| 1d. | Discovery | Student Satisfaction | 7-point Likert scale | 5.05+ | 5.03 | missed target |  | 5.05+ | | | |  |
| 2a. | Truth & Reconciliation | # of domestic self-declared Indigenous students | students | 2,500 students | 2,377 students | missed target |  | 2,500 students | | | |  |
| 2b. | Truth & Reconciliation | # of parchments awarded to domestic self-declared Indigenous graduates | # of parchments | 455+ parchments awarded | 467 parchments awarded | made target |  | 467+ parchments awarded | | | |  |
| 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 | | | |  |








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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 | | | |  |
| 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 | | | |  |
| 3c. | Well-being & Belonging | Employee engagement and satisfaction (next survey 2026) | 5-point Likert scale | Likert Score of 3.6+ by 2026 | result in 2026 winter | n/a due to changed rating scale | | Likert Score of 3.6+ by 2026 | | | |  |
| 3d. | Well-being & Belonging | Student Financial Support | \$ million | \$23.2+ million | 24.2 million | made target |  | \$24.2+ million | | | |  |
| 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 | | | annual progress measure tbd | | | | |
| 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 | | | |  |

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|------|-------------------|---|-------------------------------|------------------------------------|--|----------------|--|------------------------------------|-----------------|----------------|----------------|--|
| 5a. | Impact & Identity | Research impact: Field Weighted Citation Impact (FWCI, one year lag) | FWCI | + FWCI from 2023-24 | suspended pending new citation measure | | | new citation measure | | | |  |
| 5b. | Impact & Identity | Research impact: # of media mentions with UR research and creative contrib. | # of media mentions | 5,500 media mentions | 10,102 media mentions | made target |  | 14,000 media mentions | | | |  |
| 5c. | Impact & Identity | Research Revenue | \$ million | \$10 million in Tri-Agency funding | \$9.86 million | missed target |  | \$11 million in Tri-Agency funding | | | |  |
| 5d. | Impact & Identity | increase in percentage for THE Impact Ranking for SDG 17 - Partnerships for the goals | increase in % for THE Ranking | improvement from 2024 (June 2025) | 71.9% | made target |  | 71.9%+ | | | |  |