

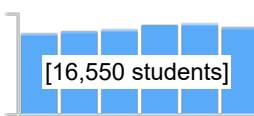


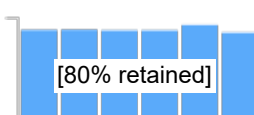

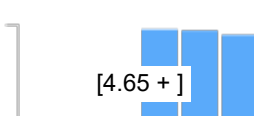


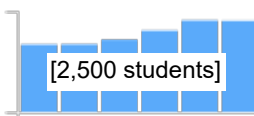



Performance Measurement Framework



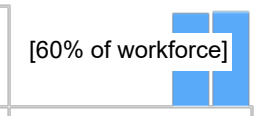


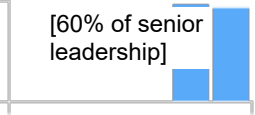


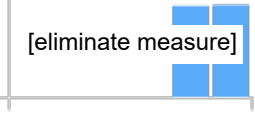








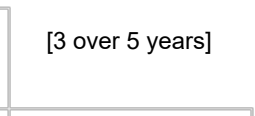
PMF Scorecard - 2021-22

[proposed 2022-23 target]

PMF#	Strategic Theme	PMF	Unit of Measure	2020-21 Target	2020-21 Outcome	2020-21 Status	2020-21 Result	2021-22 Target	2021-22 Outcome	2021-22 Status	2021-22 Result	2016-17 thru 2021-22
1a.	Discovery	Overall student headcount	students	16,550 students	16,664 students	made target		16,550 students	16,009 students	missed target		 [16,550 students]
1b.	Discovery	% of undergraduate students retained year 1 to year 2	% retained	75.0% retained	86.4% retained	made target		75.0% retained	79.2% retained	made target		 [80% retained]
1c.	Discovery	# of student registrations in experiential learning	registrations	Revised *	24,450 registrations	Revised *		Revised *	23,513 registrations	Revised*		 [pending]
1d.	Discovery	Student Satisfaction	7-point Likert scale	Revised **	4.88	Revised **		Revised **	4.65	Revised**		 [4.65 +]
2a.	Truth & Reconciliation	# of domestic self-declared Indigenous students	students	2,200 students	2,457 students	made target		2,200 students	2,445 students	made target		 [2,500 students]
2b.	Truth & Reconciliation	# of registrations in courses available to non-Regina and non-Saskatoon students	registrations	11,500 registrations	n/a (COVID)	n/a (COVID)		11,500 registrations	n/a (COVID)			 [paused]

Performance Measurement Framework PMF Scorecard - 2021-22



[proposed 2022-23 target]

PMF#	Strategic Theme	PMF	Unit of Measure	2020-21 Target	2020-21 Outcome	2020-21 Status	2020-21 Result	2021-22 Target	2021-22 Outcome	2021-22 Status	2021-22 Result	2016-17 thru 2021-22
3a.	Well-being & Belonging	% of workforce that is from designated groups	% of workforce	60% of workforce	67% of workforce	made target		60% of workforce	68% of workforce	made target		
3b.	Well-being & Belonging	% of senior leadership that is from designated groups	% of senior leadership	60% of senior leadership	50% of senior leadership	missed target		60% of senior leadership	48% of senior leadership	missed target		
3c.	Well-being & Belonging	Gender pay gap	% gender pay gap	95.0% gender pay gap	94% gender pay gap	missed target		95.0% gender pay gap	95.0% gender pay gap	made target		
3d.	Well-being & Belonging	Student Financial Support	\$ million	\$21.0 million	\$20.5 million	missed target		\$21.0 million	\$20.5 million	missed target		
4a.	Environment & Climate Action	\$ investment in water consump. / carbon footprint reduction projects	\$ million	\$3.0 million	\$3.2 million	made target		\$3.0 million	\$3.0 million	made target		
4b.	Environment & Climate Action	# of living labs on- and off-campus focused on decarbonization	# of living labs	3 over 5 years	on track for target	made target		3 over 5 years	on track for target	made target		


Performance Measurement Framework

PMF Scorecard - 2021-22

[proposed 2022-23 target]

PMF#	Strategic Theme	PMF	Unit of Measure	2020-21 Target	2020-21 Outcome	2020-21 Status	2020-21 Result	2021-22 Target	2021-22 Outcome	2021-22 Status	2021-22 Result	2016-17 thru 2021-22
5a.	Impact & Identity	Research impact: Field Weighted Citation Impact (FWCI, one year lag)	FWCI	1.42 FWCI	1.50 FWCI	made target		1.42 FWCI	1.51 FWCI	made target		
5b.	Impact & Identity	Research impact: # of media mentions with UR research and creative contrib.	# of media mentions	100 media engagements	1,328 media mentions	made target		100 media engagements	3,292 media mentions	made target		
5c.	Impact & Identity	Research Revenue	\$ million	\$29.0 million	\$31.4 million	made target		\$29.0 million	\$31.3 million	made target		
5d.	Impact & Identity	# of mid-career learners and microcredential seekers	# of learners	500 learners	1,169 learners	made target		500 learners	1,201 learners	made target		

PMF Scorecard 2021-22
PMF 1a. - Overall student headcount

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
1a.	Discovery	Overall student headcount	students	16,550 students	16,009 students	missed target	

Strategic Priority/Strategic Theme:
Discovery

Performance Measure: **Overall student headcount**

Performance Measure Definition:

Total number (headcount) of students who are active in degree programs or degree-eligible credit courses offered by U Regina and its federated colleges in the fall term, as of the Fall Census Date.

Availability:

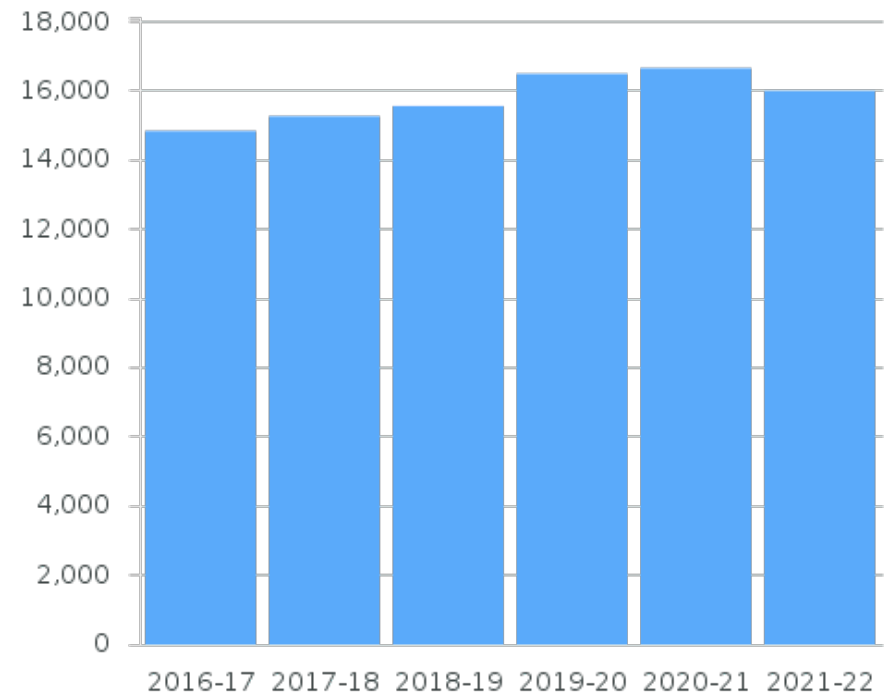
mid-October, following end of 4th week of classes

Data source:

University of Regina, Office of Institutional Research, Fall Census Count

More information:


www.uregina.ca/orp/statistics/student-headcount.html

Overall student headcount


	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	14,849	15,276	15,568	16,501	16,664	16,009
Target	14,500	15,000	15,400	15,800	16,550	16,550

- = not a measure or no target set

PMF Scorecard 2021-22
PMF 1b. - % of undergraduate students retained year 1 to year2

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
1b.	Discovery	% of undergraduate students retained year 1 to year2	% retained	75.0% retained	79.2% retained	made target	

Strategic Priority/Strategic Theme:
Discovery

Performance Measure: **% of undergraduate students retained year 1 to year2**

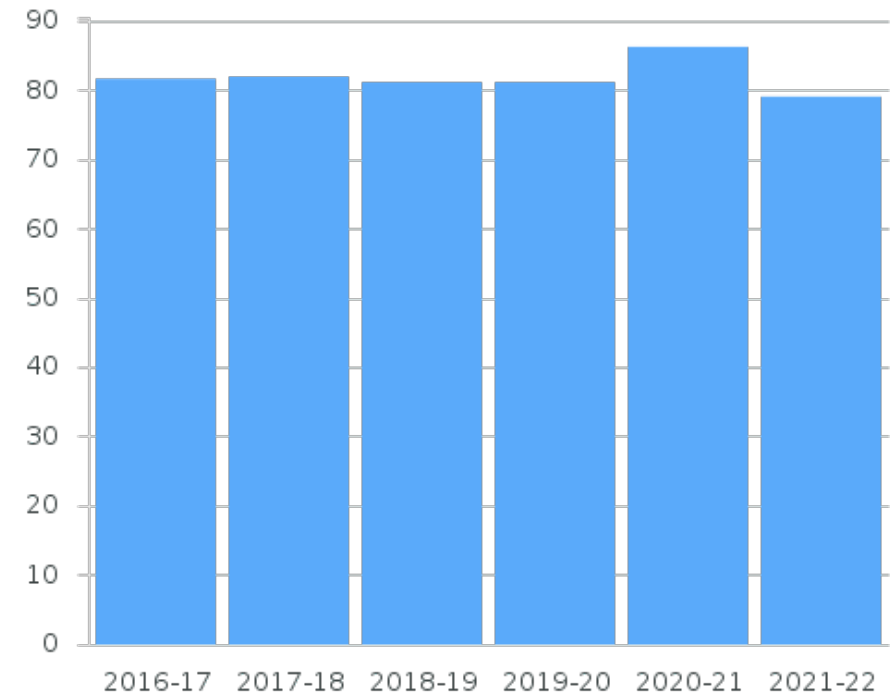
Performance Measure Definition:

The entry cohort are new, full-time, degree or diploma seeking undergraduate students entering in any term of an academic year. "Retained" students are those registered in at least one undergraduate course in any term of the subsequent academic year. The reporting year is the year in which the student is retained. Note that 2020-21 uses a new cohort definition. The historical data in the detail graph corresponds to the historical retention rates for this new cohort.

Availability:
late-March

Data source:
University of Regina, Office of Institutional Research

More information:

% of undergraduate students retained year 1 to year2


	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	81.8	82.1	81.3	81.3	86.4	79.2
Target	-	-	-	-	75.0	75.0

- = not a measure or no target set

PMF Scorecard 2021-22
PMF 1c. - # of student registrations in experiential learning

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
1c.	Discovery	# of student registrations in experiential learning	registrations	Revised *	23,513 registrations	Revised*	

Strategic Priority/Strategic Theme:
Discovery
Performance Measure: # of student registrations in experiential learning
Performance Measure Definition:

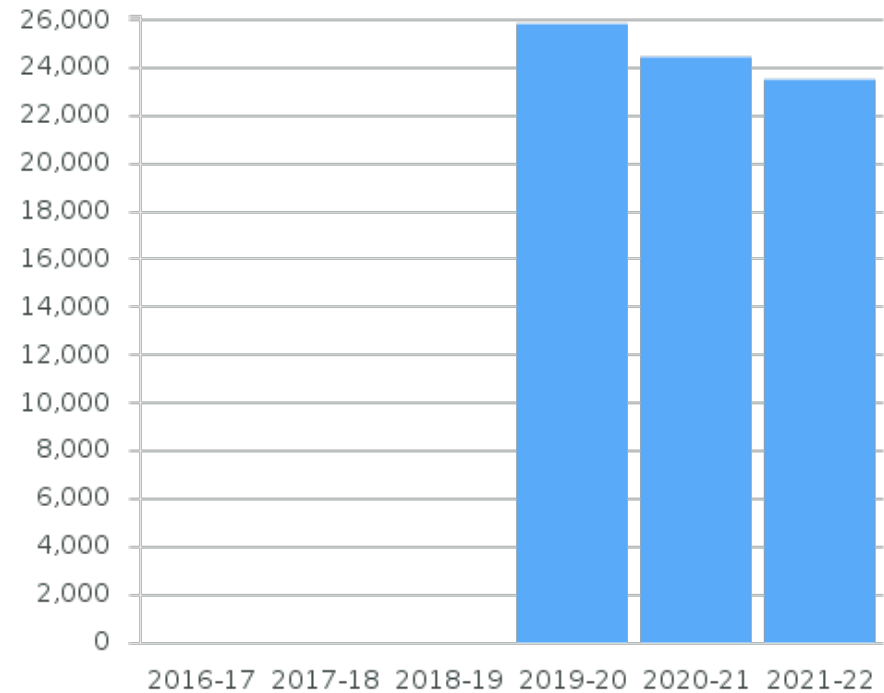
Graduate and undergraduate experiential learning opportunities, ranging from laboratory and studio work to co-op placements, internships, and practica. Also includes classes with a designated experiential component, such as field trips and study tours.

Availability:

June, following end of fiscal year

Data source:

University of Regina, Office of Institutional Research

More information:
of student registrations in experiential learning


	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	-	-	-	25,834	24,450	23,513
Target	-	-	-	-	-	-

- = not a measure or no target set

PMF Scorecard 2021-22
PMF 1d. - Student Satisfaction

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
1d.	Discovery	Student Satisfaction	Narrative	Revised **	4.65	Revised**	

Strategic Priority/Strategic Theme:

Discovery

 Performance Measure: **Student Satisfaction**

Performance Measure Definition:

Score, on a seven-point Likert scale (7 = "Very satisfied") for "Rate your overall satisfaction with your experience here thus far" on the Student Satisfaction Inventory (SSI) survey of U Regina undergraduate students, conducted each winter term by Ruffalo Noel Levitz (RNL). The 2019-20 survey was run in Feb. 2020 (score of 4.93); the 2020-21 survey (4.88) was run in April 2021.

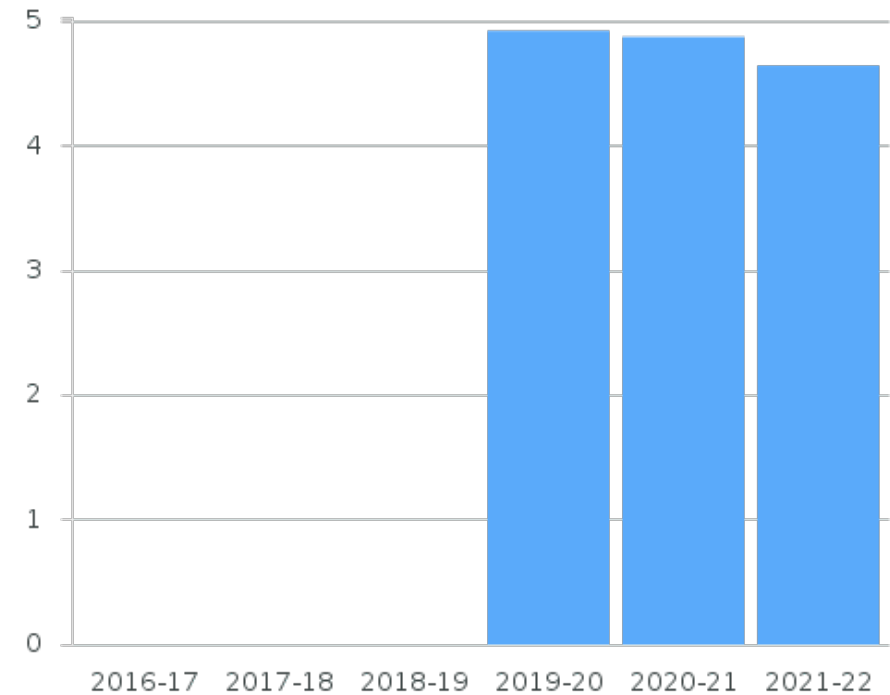
Availability:

June, following end of fiscal year

Data source:

Ruffalo Noel Levitz (RNL)

More information:


www.ruffalonl.com/enrollment-management-solutions/student-success/
Student Satisfaction


	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	-	-	-	4.93	4.88	4.65
Target	-	-	-	-	-	-

- = not a measure or no target set

PMF Scorecard 2021-22

PMF 2a. - # of domestic self-declared Indigenous students

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
2a.	Truth & Reconciliation	# of domestic self-declared Indigenous students	students	2,200 students	2,445 students	made target	

Strategic Priority/Strategic Theme:
Truth & Reconciliation

Performance Measure: **# of domestic self-declared Indigenous students**

Performance Measure Definition:

Domestic (Canadian) students, in the Fall Census Date student headcount, who self-declare as belonging to a recognized group of Indigenous people -- First Nations (Status and Non-Status), Métis and Inuit.

Availability:

mid-October, following end of 4th week of classes

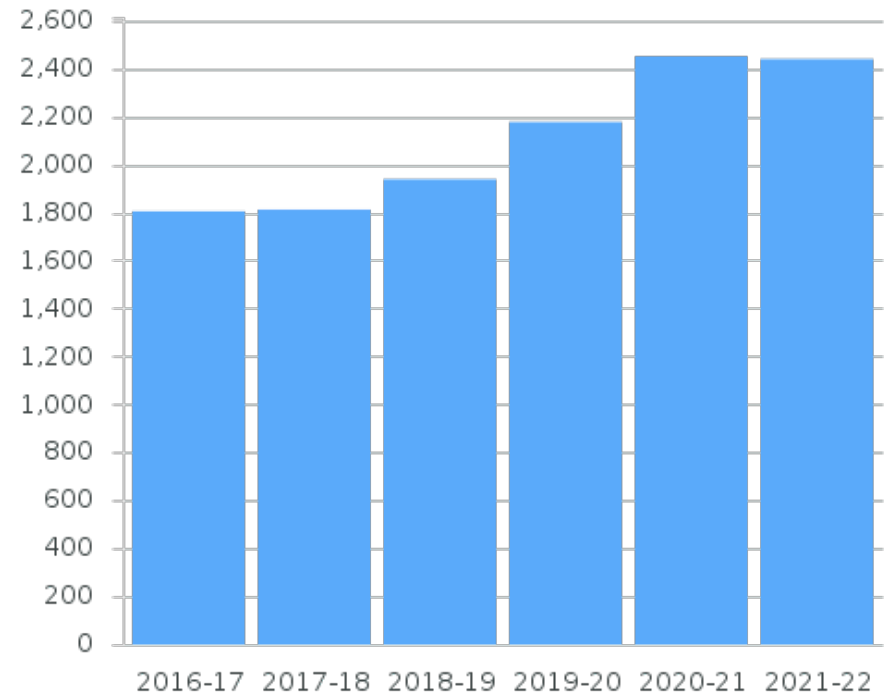
Data source:

University of Regina, Office of Institutional Research, Fall Census Count

More information:

www.uregina.ca/orp/statistics/student-headcount.html

of domestic self-declared Indigenous students



	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	1,809	1,816	1,943	2,182	2,457	2,445
Target	1,700	1,850	1,850	1,980	2,200	2,200

- = not a measure or no target set

PMF Scorecard 2021-22
PMF 2b. - # of registrations in courses available to non-Regina and non-Saskatoon students

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
2b.	Truth & Reconciliation	# of registrations in courses available to non-Regina and non-Saskatoon students	registrations	11,500 registrations	n/a (COVID)		

Strategic Priority/Strategic Theme:
Truth & Reconciliation

Performance Measure: **# of registrations in courses available to non-Regina and non-Saskatoon students**

Performance Measure Definition:

Total registrations, during an academic year, in credit courses that are not located in the cities of Regina or Saskatoon. This includes all courses that are taught online. Note that this measure is not applicable for 2020-21 and 2021-22 as almost all courses were available via special remote delivery.

Availability:

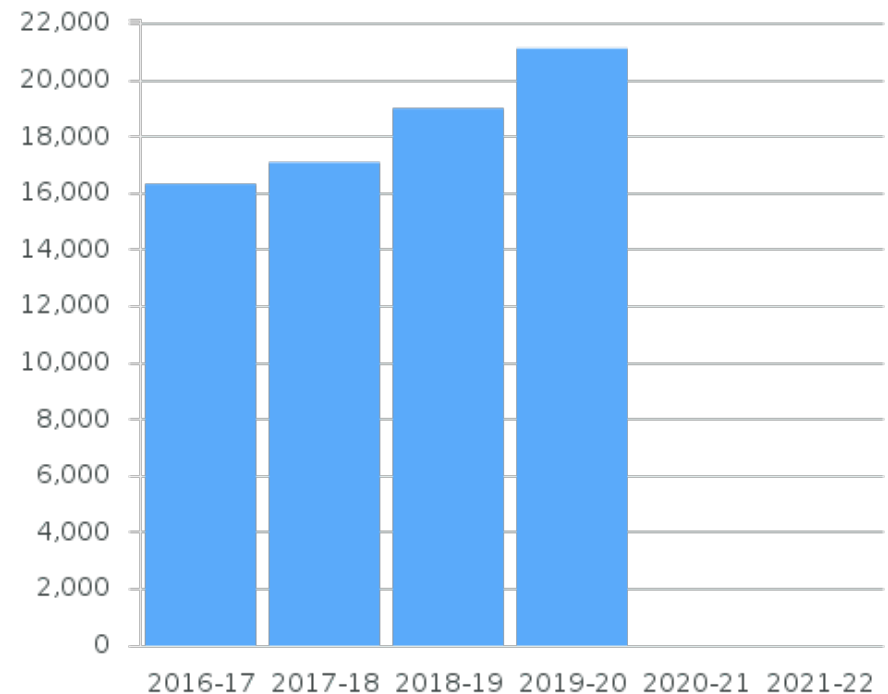
June, following end of fiscal year

Data source:

University of Regina, Office of Institutional Research

More information:


of registrations in courses available to non-Regina and non-Saskatoon students



	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	16,337	17,102	19,015	21,130	-	-
Target	-	-	-	-	-	11,500

- = not a measure or no target set

PMF Scorecard 2021-22
PMF 3a. - % of workforce that is from designated groups

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
3a.	Well-being & Belonging	% of workforce that is from designated groups	% of workforce	60% of workforce	68% of workforce	made target	

Strategic Priority/Strategic Theme:
Well-being & Belonging

Performance Measure: **% of workforce that is from designated groups**

Performance Measure Definition:

The ratio of U Regina employees who self declare in one or more of the designated categories, versus the total number of employees at the University. The designated categories are: women; persons reporting an Indigenous identity; persons reporting a disability; and, members of a visible minority group.

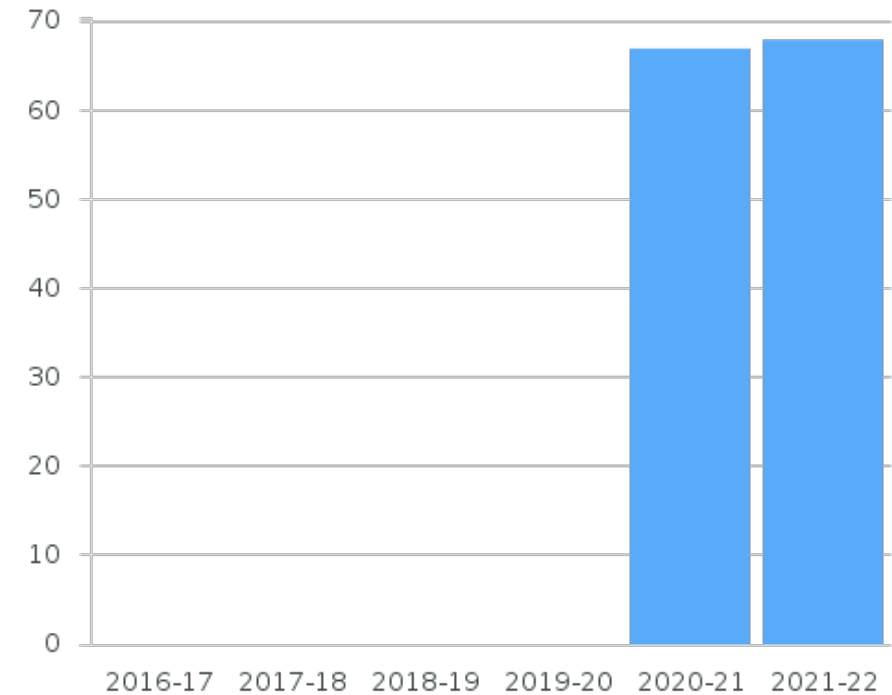
Availability:

mid-November each year

Data source:

University of Regina Human Resources, employee demographic self-declarations

More information:


% of workforce that is from designated groups


	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	-	-	-	-	67	68
Target	-	-	-	-	60	60

- = not a measure or no target set

PMF Scorecard 2021-22

PMF 3b. - % of senior leadership that is from designated groups

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
3b.	Well-being & Belonging	% of senior leadership that is from designated groups	% of senior leadership	60% of senior leadership	48% of senior leadership	missed target	

Strategic Priority/Strategic Theme:
Well-being & Belonging

Performance Measure: **% of senior leadership that is from designated groups**

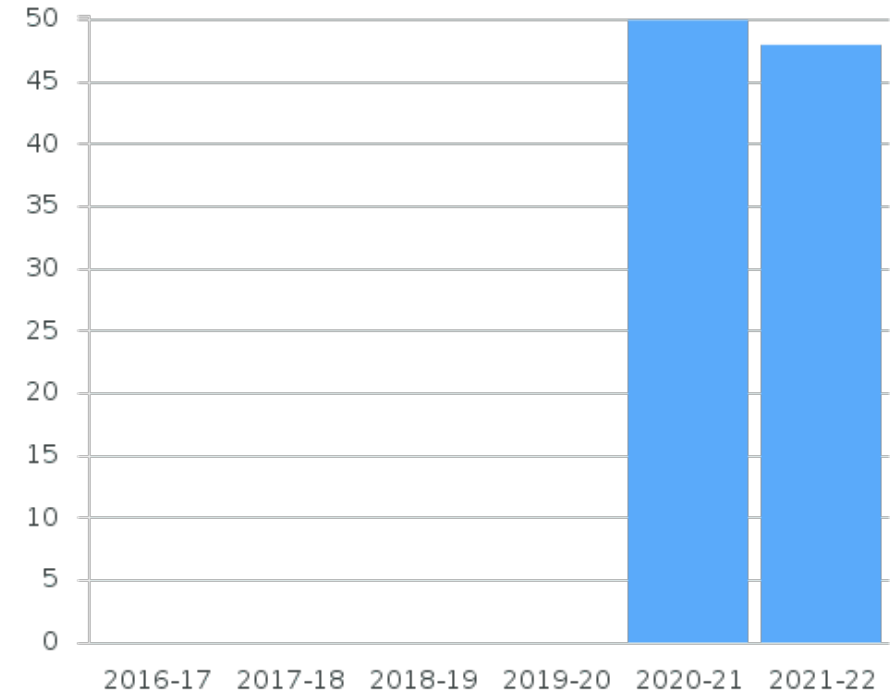
Performance Measure Definition:
The same ratio as used above, applied to only employees in the Senior Leadership Team (SLT).

Availability:
mid-November each year

Data source:
University of Regina, Human Resources, employee demographic self-declarations

More information:


% of senior leadership that is from designated groups



	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	-	-	-	-	50	48
Target	-	-	-	-	60	60

- = not a measure or no target set

PMF Scorecard 2021-22
PMF 3c. - Gender pay gap

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
3c.	Well-being & Belonging	Gender pay gap	% of gender pay gap	95.0% gender pay gap	95.0% gender pay gap	made target	

Strategic Priority/Strategic Theme:
Well-being & Belonging

Performance Measure: **Gender pay gap**

Performance Measure Definition:

The average, between U Regina employment agreement groups, of the ratios of pay to female employees versus pay to male employees.

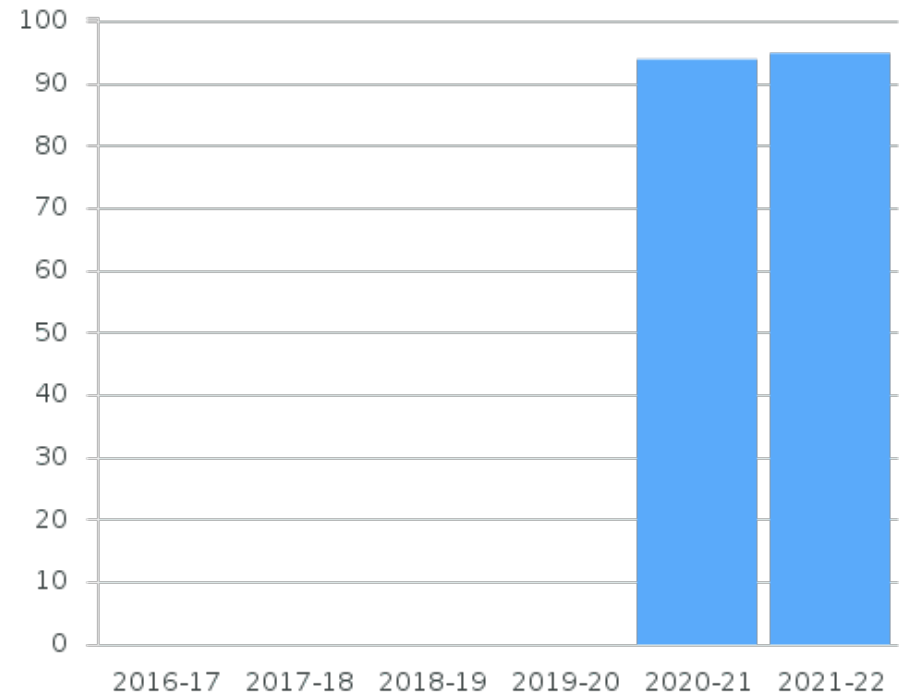
Availability:

mid-March, following close of calendar year

Data source:

University of Regina, Human Resources, employee demographic self-declarations


More information:

Gender pay gap


	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	-	-	-	-	94.0	95.0
Target	-	-	-	-	95.0	94.0

- = not a measure or no target set

PMF Scorecard 2021-22
PMF 3d. - Student Financial Support

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
3d.	Well-being & Belonging	Student Financial Support	\$ million	\$21.0 million	\$20.5 million	missed target	

Strategic Priority/Strategic Theme:
Well-being & Belonging

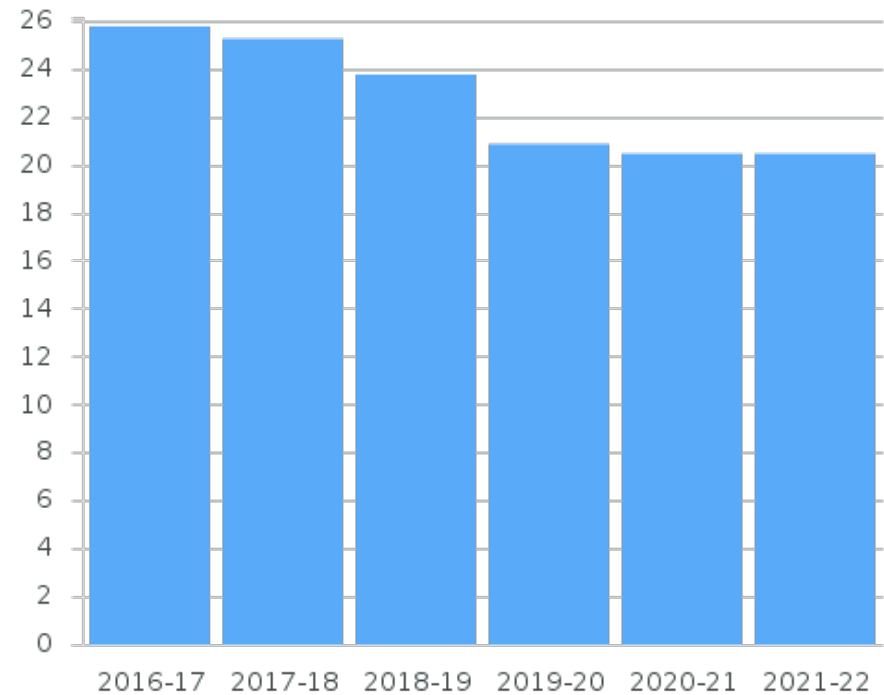
Performance Measure: **Student Financial Support**

Performance Measure Definition:
Total annual funds, from all U Regina sources, provided to students in the form of scholarships, bursaries, and prizes; reported in the University's Financial Statements.

Availability:
June, following end of fiscal year

Data source:
University of Regina, Financial Services

More information:
www.uregina.ca/fs/statements/index.html


Student Financial Support


	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	25.8	25.3	23.8	20.9	20.5	20.5
Target	-	26.0	26.0	19.9	21.0	21.0

- = not a measure or no target set

PMF Scorecard 2021-22

PMF 4a. - \$ investment in water consump. / carbon footprint reduction projects

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
4a.	Environment & Climate Action	\$ investment in water consump. / carbon footprint reduction projects	\$ million	\$3.0 million	\$3.0 million	made target	

Strategic Priority/Strategic Theme:
Environment & Climate Action

Performance Measure: **\$ investment in water consump. / carbon footprint reduction projects**

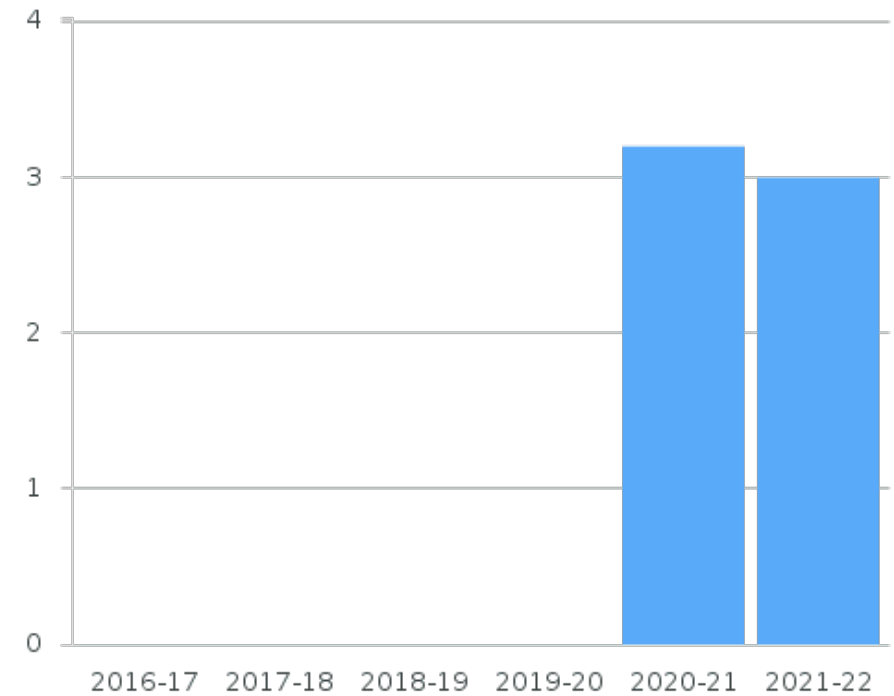
Performance Measure Definition:
Annual dollar amount of investments and equipment renewals that will reduce campus energy consumption, wastewater production, and carbon footprint.

Availability:
June, following end of fiscal year

Data source:
University of Regina, Facilities Management

More information:

\$ investment in water consump. / carbon footprint reduction projects




	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	-	-	-	-	3.2	3.0
Target	-	-	-	-	3.0	3.0

- = not a measure or no target set

PMF Scorecard 2021-22

PMF 4b. - # of living labs on- and off-campus focused on decarbonization

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
4b.	Environment & Climate Action	# of living labs on- and off-campus focused on decarbonization	# of living labs	3 over 5 years	on track for target	made target	

Strategic Priority/Strategic Theme:
Environment & Climate Action

Performance Measure: **# of living labs on- and off-campus focused on decarbonization**

Performance Measure Definition:
of living labs in the planning stages, with tentative annual schedules, and then tracking of whether lab openings conform to these schedules.

Availability:
June, following end of fiscal year

Data source:
University of Regina, Office of the Vice-President Research

More information:


of living labs on- and off-campus focused on decarbonization



	2016-17	2017-18	2018-19	2019-20	2020-21	2022-22
Actual	-	-	-	-	-	-
Target	-	-	-	-	-	-

- = not a measure or no target set

PMF Scorecard 2021-22
PMF 5a. - Research impact: Field Weighted Citation Impact (FWCI, one year lag)

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
5a.	Impact & Identity	Research impact: Field Weighted Citation Impact (FWCI, one year lag)	FWCI	1.42 FWCI	1.51 FWCI	made target	

Strategic Priority/Strategic Theme:
Impact & Identity

Performance Measure: **Research impact: Field Weighted Citation Impact (FWCI, one year lag)**

Performance Measure Definition:

The number of citations received by papers authored by U Regina faculty during a 5-year period following the year of publication. Citation counts are normalized by the average number of citations received by all papers in the world in the same subfield. FWCI values are 5 year averages with a 1-year lag.

Availability:

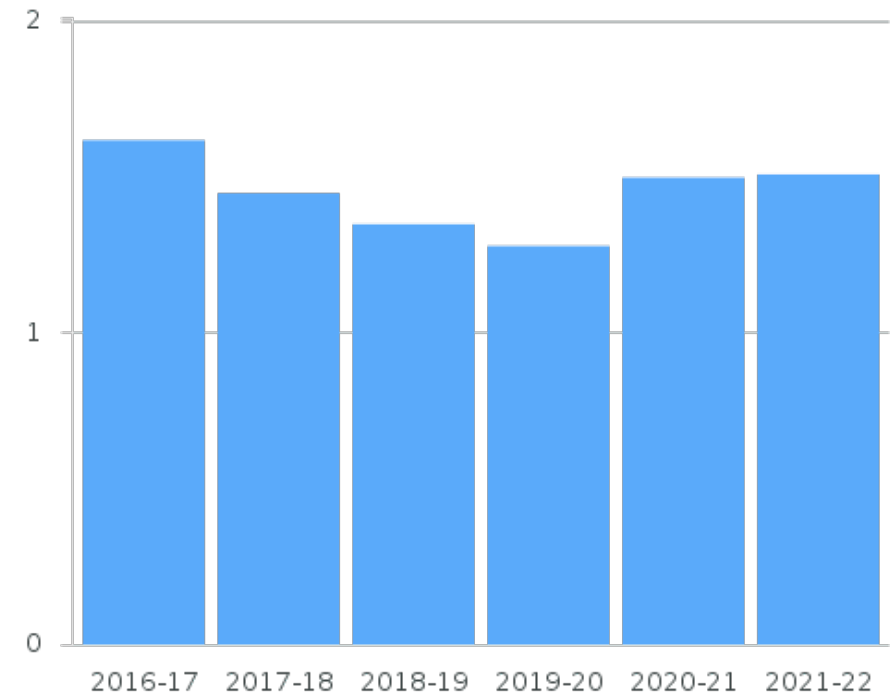
FWCI data is refreshed annually on June 15

Data source:

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More information:

https://service.elsevier.com/app/answers/detail/a_id/28192/supporthub/scival/p/10961/


Research impact: Field Weighted Citation Impact (FWCI, one year lag)


	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	1.62	1.45	1.35	1.28	1.50	1.51
Target	-	-	-	-	1.42	1.42

- = not a measure or no target set

PMF Scorecard 2021-22

PMF 5b. - Research impact: # of media mentions with UR research and creative contr.

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
5b.	Impact & Identity	Research impact: # of media mentions with UR research and creative contr.	# of media mentions	100 media engagements	3,292 media mentions	made target	

Strategic Priority/Strategic Theme:
Impact & Identity

Performance Measure: **Research impact: # of media mentions with UR research and creative contr.**

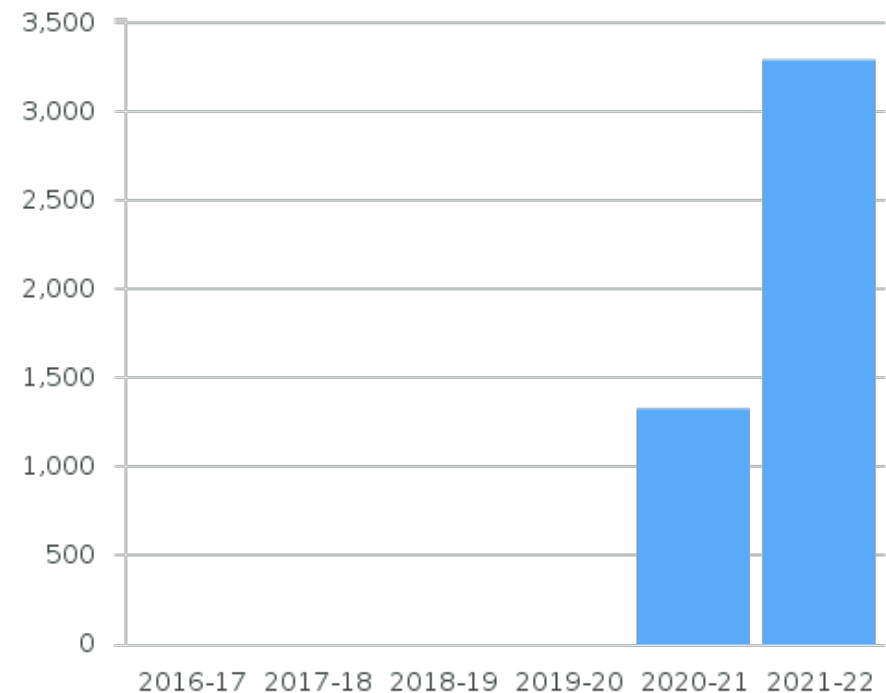
Performance Measure Definition:
National and Provincial news stories in broadcast, print, and digital forms (excluding social media interactions e.g. likes, shares, etc...) that reference U Regina research and knowledge, including engagements with University subject matter experts. These references are tracked through the Meltwater media monitoring service.

Availability:
June, following end of fiscal year

Data source:
Meltwater media monitoring

More information:
www.meltwater.com/en/products/media-monitoring


Research impact: # of media mentions with UR research and creative contr.



	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	-	-	-	-	1,328	3,292
Target	-	-	-	-	100	100

- = not a measure or no target set

PMF Scorecard 2021-22
PMF 5c. - Research Revenue

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
5c.	Impact & Identity	Research Revenue	\$ million	\$29.0 million	\$31.3 million	made target	

Strategic Priority/Strategic Theme:
Impact & Identity

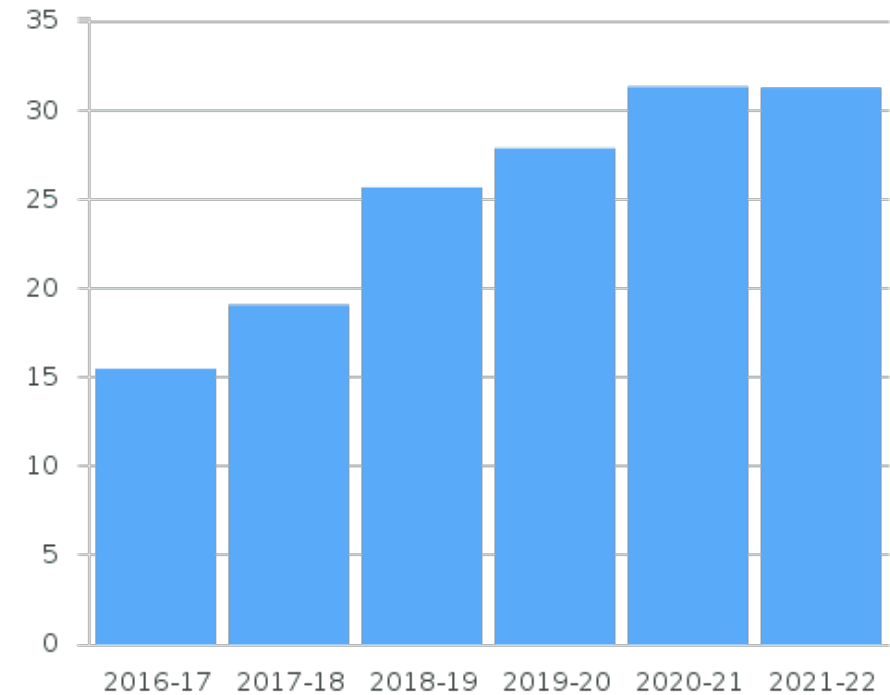
Performance Measure: **Research Revenue**

Performance Measure Definition:
Total annual research funding received from all active externally-funded research projects administered by the University of Regina.

Availability:
June, following end of fiscal year

Data source:
University of Regina, Financial Services


More information:
<https://www.uregina.ca/fs>

Research Revenue


	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	15.5	19.1	25.7	27.9	31.4	31.3
Target	-	18.0	20.0	27.0	29.0	29.0

- = not a measure or no target set

PMF Scorecard 2021-22
PMF 5d. - # of mid-career learners and microcredential seekers

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2020-21 Result
5d.	Impact & Identity	# of mid-career learners and microcredential seekers	# of learners	500 learners	1,201 learners	made target	

Strategic Priority/Strategic Theme:
Impact & Identity

Performance Measure: **# of mid-career learners and microcredential seekers**

Performance Measure Definition:

Total number (annual headcount) of students 25 years of age or older who are active in professional/practice-based Master's degree and graduate-level certificate and diploma programs in the Fall term. Microcredential learners will be added to future years' counts.

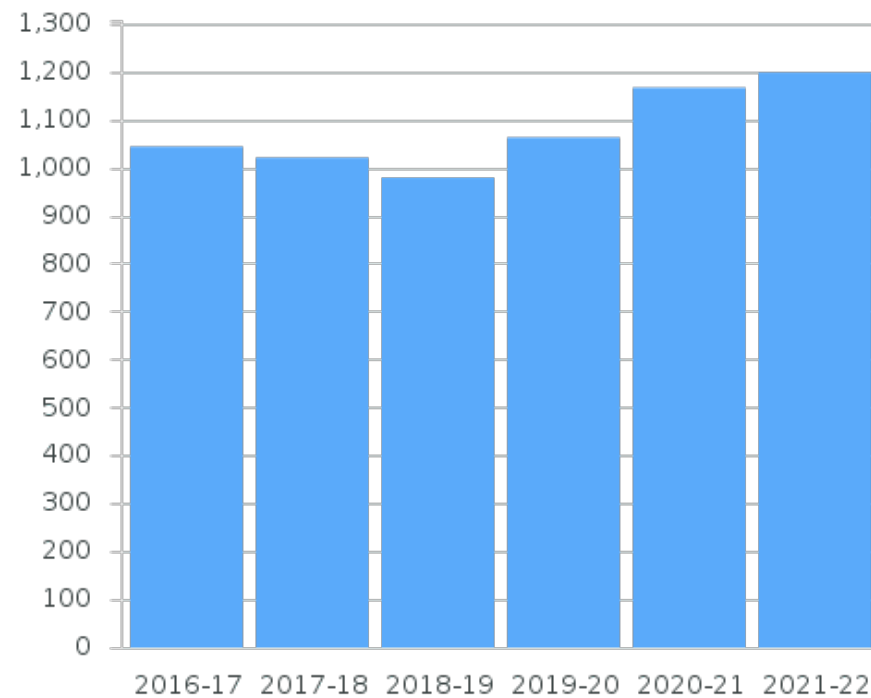
Availability:

June, following end of fiscal year

Data source:

University of Regina, Office of Institutional Research

More information:

of mid-career learners and microcredential seekers


	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Actual	1,046	1,023	981	1,065	1,169	1,201
Target	-	-	-	-	500	500

- = not a measure or no target set