






## Performance Measurement Framework PMF Scorecard - 2022-23

PMF#	Strategic Theme	PMF	Unit of Measure	2021-22 Target	2021-22 Outcome	2021-22 Status	2021-22 Result	2022-23 Target	2022-23 Outcome	2022-23 Status	2022-23 Result	2017-18 thru 2022-23
1a.	Discovery	Overall student headcount	students	16,550 students	16,009 students	missed target		16,550 students	15,639 students	missed target		
1b.	Discovery	% of undergraduate students retained year 1 to year 2	% retained	75.0% retained	79.2% retained	made target		80.0% retained				
1c.	Discovery	# of student registrations in experiential learning	registrations	Revised *	23,513 registrations	Revised*		new definition pending				
1d.	Discovery	Student Satisfaction	7-point Likert scale	Revised **	4.65	Revised**		4.65+				
2a.	Truth & Reconciliation	# of domestic self-declared Indigenous students	students	2,200 students	2,445 students	made target		2,500 students	2,333 students	missed target		
2b.	Truth & Reconciliation	# of registrations in courses available to non-Regina and non-Saskatoon students	registrations	11,500 registrations	n/a (COVID)			new measure pending				


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3a.	Well-being & Belonging	% of workforce that is from designated groups	% of workforce	60% of workforce	68% of workforce	made target		60% of workforce	70% of workforce	made target		
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		60% of senior leadership	54% of senior leadership	missed target		
3c.	Well-being & Belonging	Gender pay gap	% gender pay gap	95.0% gender pay gap	95.0% gender pay gap	made target		new measure pending				
3d.	Well-being & Belonging	Student Financial Support	\$ million	\$21.0 million	\$20.5 million	missed target		\$21.0 million				
4a.	Environment & Climate Action	\$ investment in water consump. / carbon footprint reduction projects	\$ million	\$3.0 million	\$3.0 million	made target		\$3.0 million				
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				

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5a.	Impact & Identity	Research impact: Field Weighted Citation Impact (FWCI, one year lag)	FWCI	1.42 FWCI	1.51 FWCI	made target		1.51+ FWCI				
5b.	Impact & Identity	Research impact: # of media mentions with UR research and creative contrib.	# of media mentions	100 media engagements	3,292 media mentions	made target		3,500 media mentions				
5c.	Impact & Identity	Research Revenue	\$ million	\$29.0 million	\$31.3 million	made target		\$33.0 million				
5d.	Impact & Identity	# of mid-career learners and microcredential seekers	# of learners	500 learners	1,201 learners	made target		new measure pending				

**PMF Scorecard 2022-23**
**PMF 1a. - Overall student headcount**

PMF#	Strategic Theme	PMF	Unit of Measure	2022-23 Target	2022-23 Outcome	2022-23 Status	2022-23 Result
1a.	Discovery	Overall student headcount	students	16,550 students	15,639 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:

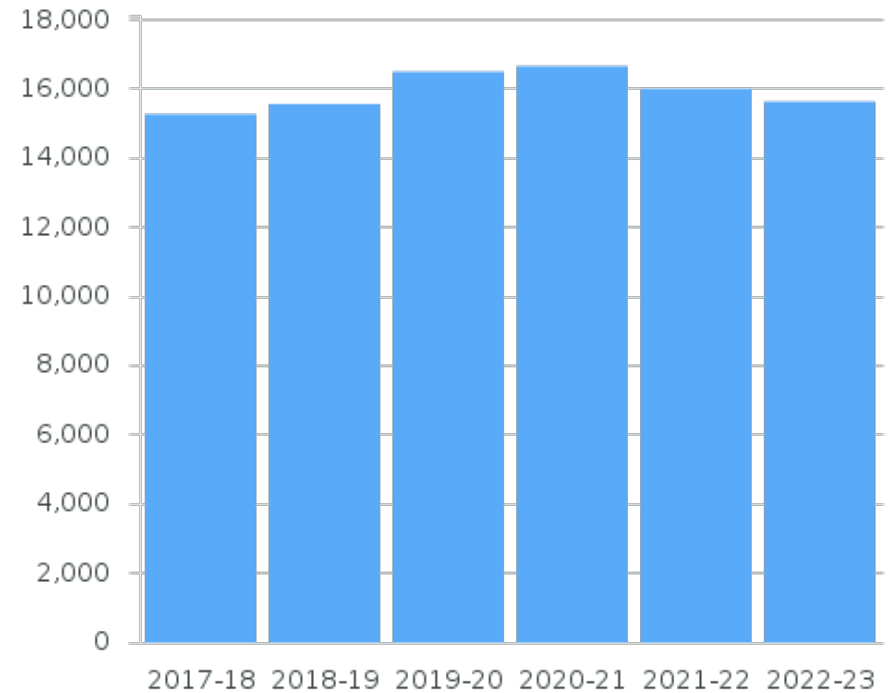
mid-October, following end of 4th week of classes

Data source:

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

More information:


[www.uregina.ca/orp/statistics/student-headcount.html](http://www.uregina.ca/orp/statistics/student-headcount.html)

**Overall student headcount**


	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Actual	15,276	15,568	16,501	16,664	16,009	15,639
Target	15,000	15,400	15,800	16,550	16,550	16,550

- = not a measure or no target set

**PMF Scorecard 2022-23**
**PMF 2a. - # of domestic self-declared Indigenous students**

PMF#	Strategic Theme	PMF	Unit of Measure	2022-23 Target	2022-23 Outcome	2022-23 Status	2022-23 Result
2a.	Truth & Reconciliation	# of domestic self-declared Indigenous students	students	2,500 students	2,333 students	missed 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:

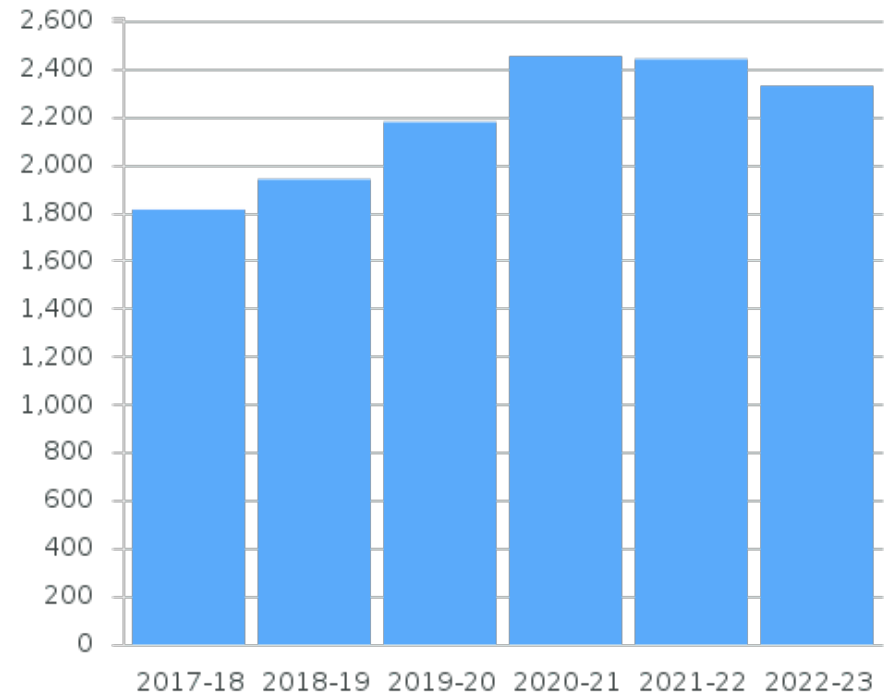
mid-October, following end of 4th week of classes

Data source:

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

More information:


[www.uregina.ca/orp/statistics/student-headcount.html](http://www.uregina.ca/orp/statistics/student-headcount.html)

**# of domestic self-declared Indigenous students**


	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Actual	1,816	1,943	2,182	2,457	2,445	2,333
Target	1,850	1,850	1,980	2,200	2,200	2,500

- = not a measure or no target set

**PMF Scorecard 2022-23**
**PMF 3a. - % of workforce that is from designated groups**

PMF#	Strategic Theme	PMF	Unit of Measure	2022-23 Target	2022-23 Outcome	2022-23 Status	2022-23 Result
3a.	Well-being & Belonging	% of workforce that is from designated groups	% of workforce	60% of workforce	70% of workforce	made target	

Strategic Priority/Strategic Theme:  
**Well-being & Belonging**

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

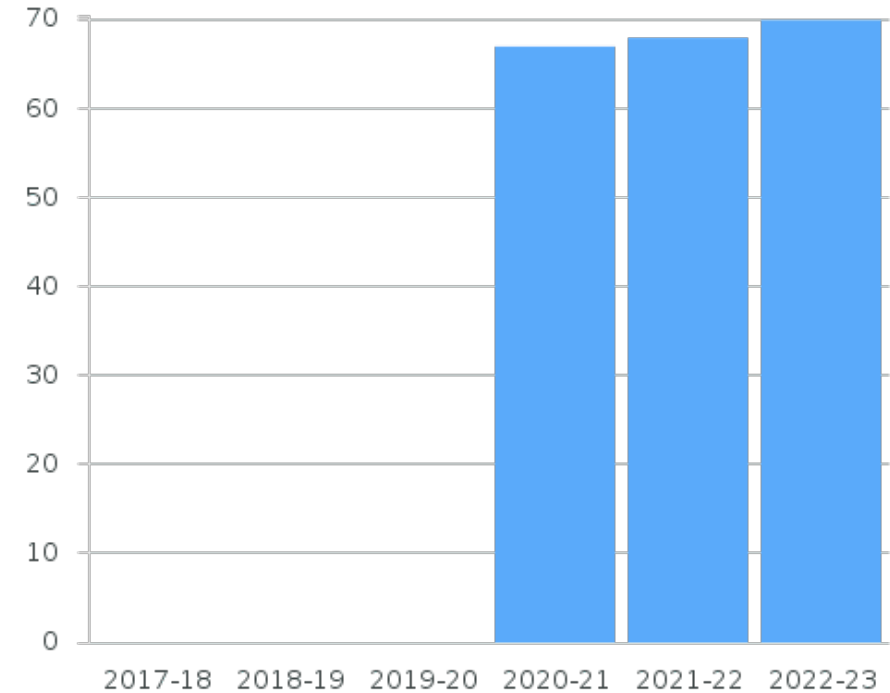
Performance Measure Definition:

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**


	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Actual	-	-	-	67	68	70
Target	-	-	-	60	60	60

- = not a measure or no target set

PMF Scorecard 2022-23

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

PMF#	Strategic Theme	PMF	Unit of Measure	2022-23 Target	2022-23 Outcome	2022-23 Status	2022-23 Result
3b.	Well-being & Belonging	% of senior leadership that is from designated groups	% of senior leadership	60% of senior leadership	54% of senior leadership	missed target	

Strategic Priority/Strategic Theme:  
**Well-being & Belonging**

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

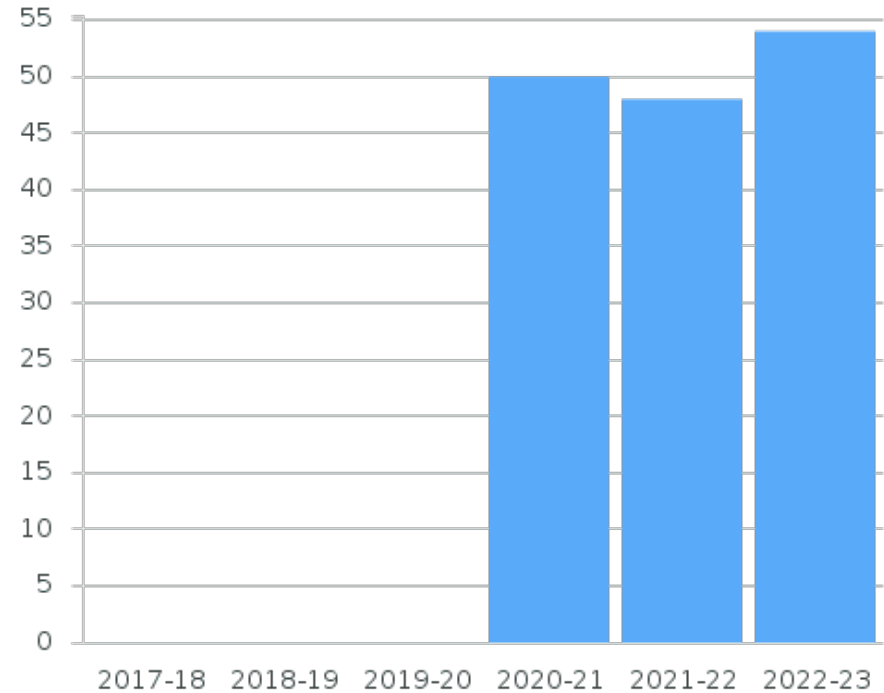
Performance Measure Definition:  
The same ratio as used above, applied to only employees in the Senior Leadership Team (SLT).

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



	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Actual	-	-	-	50	48	54
Target	-	-	-	60	60	60

- = not a measure or no target set