







Performance Measurement Framework PMF Scorecard - 2020-21

PMF#	Strategic Theme	PMF	Unit of Measure	2019-20 Target	2019-20 Outcome	2019-20 Status	2019-20 Result	2020-21 Target	2020-21 Outcome	2020-21 Status	2020-21 Result	2014-15 thru 2019-20
1a.	Discovery	Overall student headcount	students	15,800 students	16,501 students	made target		16,550 students	16,664 students	made target		
1b.	Discovery	% of undergraduate students retained year 1 to year 2	% retained	84.0% retained	81.8% retained	missed target		75.0% retained	March report			
1c.	Discovery	% of students participating in experiential learning	% students		n/a (new measure)			80% (with 100% by year 5)				
1d.	Discovery	Student Satisfaction	Narrative		n/a (new measure)			Narrative				
2a.	Truth & Reconciliation	# of domestic self-declared Indigenous students	students	1,980 students	2,052 students	made target		2,200 students	2,457 students	made target		
2b.	Truth & Reconciliation	# of registrations in courses available to non-Regina and non-Saskatoon students	registrations		n/a (new measure)			11,500 registrations				

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3a.	Well-being & Belonging	% of workforce that is from designated groups	% of workforce		n/a (new measure)			60% of workforce	65% of workforce	made target		
3b.	Well-being & Belonging	% of senior leadership that is from designated groups	% of senior leadership		n/a (new measure)			60% of senior leadership	48% of senior leadership	missed target		
3c.	Well-being & Belonging	Gender pay gap	% gender pay gap		n/a (new measure)			95.0% gender pay gap				
3d.	Well-being & Belonging	Student Financial Support	\$ million	\$19.9 million	\$20.4 million	made target		\$21.0 million	July report			
4a.	Environment & Climate Action	\$ investment in water consump. / carbon footprint reduction projects	\$ million		n/a (new measure)			\$3.0 million				
4b.	Environment & Climate Action	# of living labs on- and off-campus focused on decarbonization	# of living labs		n/a (new measure)			3 over 5 years				

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5a.	Impact & Identity	Research impact: field weighted citations	# of citations		n/a (new measure)			1.42 citations				
5b.	Impact & Identity	Research impact: # of media engagements with UR research and creative contrib.	# of media engagements		n/a (new measure)			100 media engagements				
5c.	Impact & Identity	Research Revenue	\$ million	\$27.0 million	\$27.9 million	made target		\$29.0 million	July report			
5d.	Impact & Identity	# of mid-career learners and microcredential seekers.	# of learners		n/a (new measure)			500 learners				



**Performance Measurement Framework
PMF Measure InfoSheet**

PMF Scorecard 2020-21

PMF 1a. - Overall student headcount

PMF#	Strategic Theme	PMF	Unit of Measure	2020-21 Target	2020-21 Outcome	2020-21 Status	2020-21 Result
1a.	Discovery	Overall student headcount	students	16,550 students	16,664 students	made target	

Strategic Priority/Strategic Theme:
Discovery

Performance Measure: **Overall student headcount**

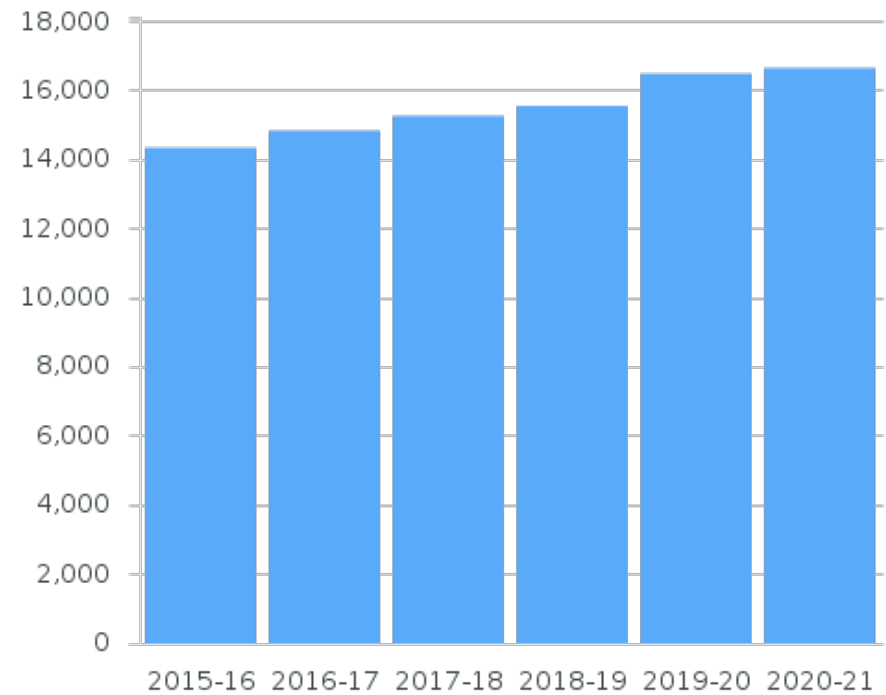
Performance Measure Definition:
Total number (headcount) of students who are active in degree programs or degree-eligible credit courses offered by the University of Regina and its federated colleges in the fall term

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

Data source:
Office of Institutional Research, Fall Census Count

More information:
www.uregina.ca/orp/statistics/student-headcount.html

Overall student headcount (Historical Data)



	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Actual	14,360	14,849	15,276	15,568	16,501	16,664
Target	14,000	14,500	15,000	15,400	15,800	16,550

- = not a measure or no target set



**Performance Measurement Framework
PMF Measure InfoSheet**

PMF Scorecard 2020-21

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

PMF#	Strategic Theme	PMF	Unit of Measure	2020-21 Target	2020-21 Outcome	2020-21 Status	2020-21 Result
2a.	Truth & Reconciliation	# of domestic self-declared Indigenous students	students	2,200 students	2,457 students	made target	

Strategic Priority/Strategic Theme:
Truth & Reconciliation

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

Performance Measure Definition:

Domestic (Canadian) students in measure 1a 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

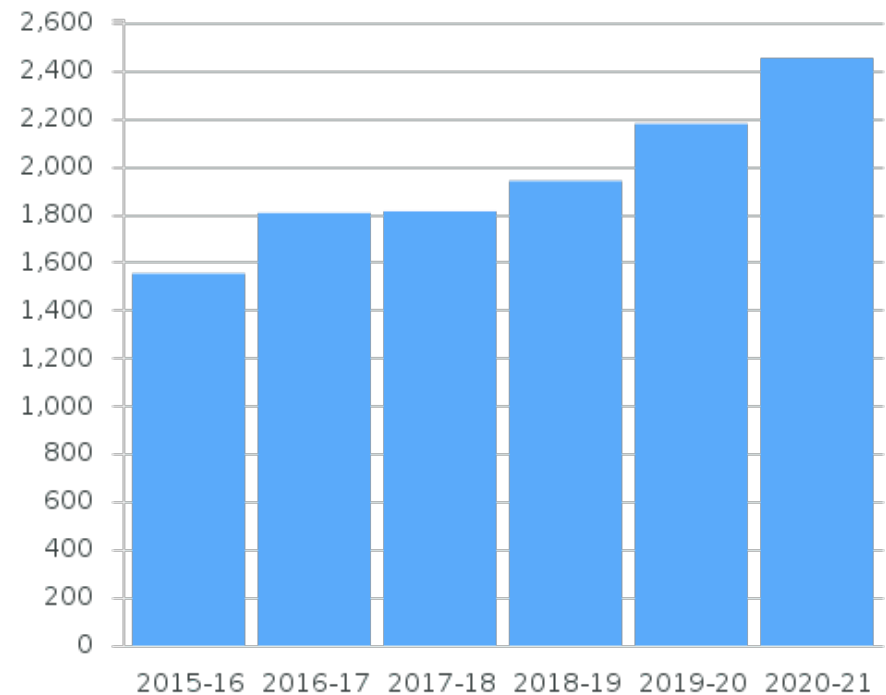
Data source:

Office of Institutional Research, Fall Census Count

More information:

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

of domestic self-declared Indigenous students (Historical Data)



	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Actual	1,556	1,809	1,816	1,943	2,182	2,457
Target	1,600	1,700	1,850	1,850	1,980	2,200

- = not a measure or no target set



**Performance Measurement Framework
PMF Measure InfoSheet**

PMF Scorecard 2020-21

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

PMF#	Strategic Theme	PMF	Unit of Measure	2020-21 Target	2020-21 Outcome	2020-21 Status	2020-21 Result
3a.	Well-being & Belonging	% of workforce that is from designated groups	% of workforce	60% of workforce	65% of workforce	made target	

Strategic Priority/Strategic Theme:
Well-being & Belonging

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

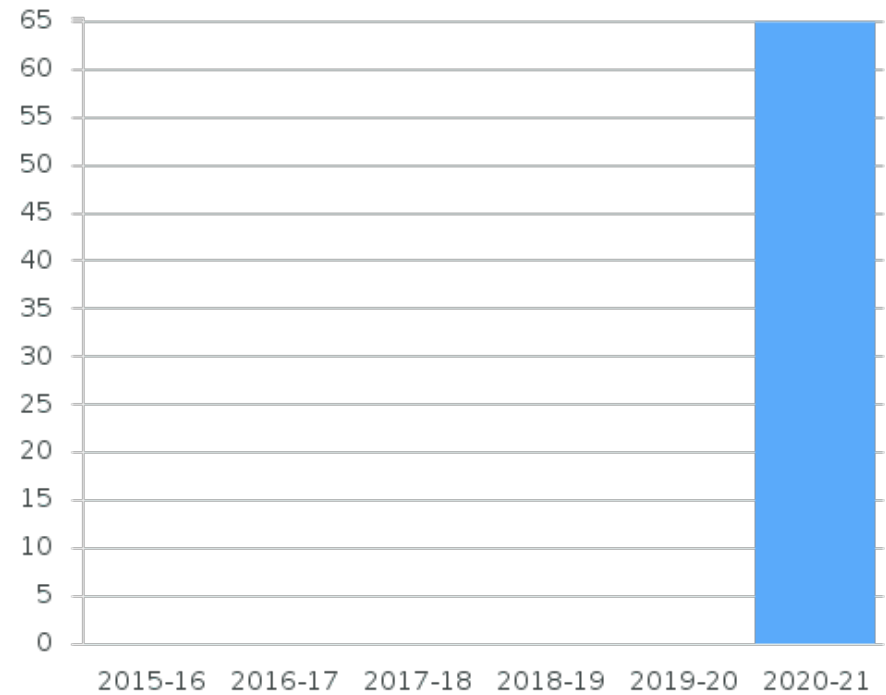
Performance Measure Definition:

The ratio of the number (unduplicated headcount) of University of 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

% of workforce that is from designated groups (Historical Data)



	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Actual	-	-	-	-	-	65
Target	-	-	-	-	-	60

- = not a measure or no target set



**Performance Measurement Framework
PMF Measure InfoSheet**

PMF Scorecard 2020-21

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

PMF#	Strategic Theme	PMF	Unit of Measure	2020-21 Target	2020-21 Outcome	2020-21 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 in 3a., applied to only employees in the Senior Leadership Team (SLT).

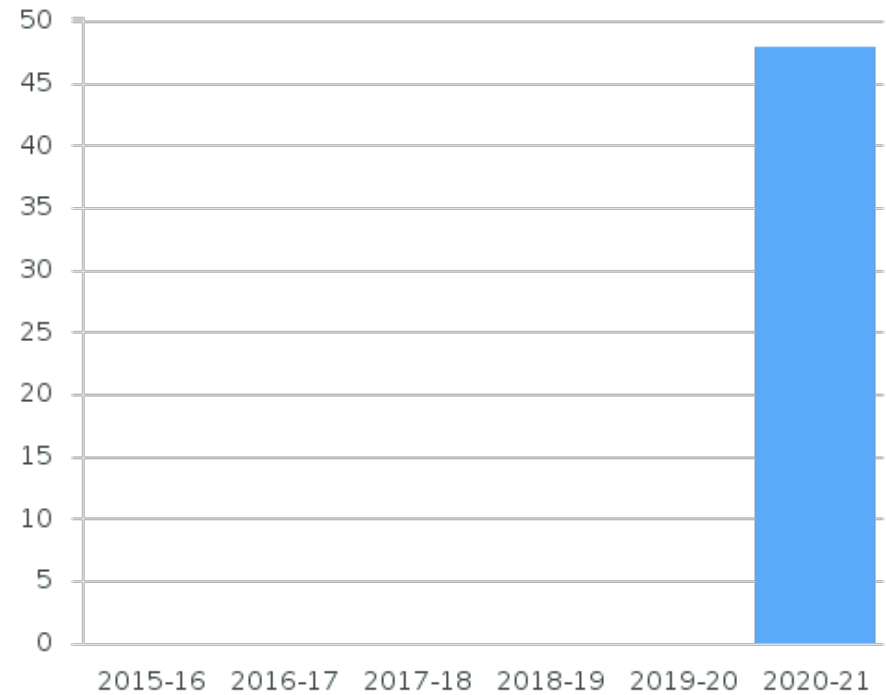
Availability:

mid November each year

Data source:

University of Regina Human Resources, employee demographic self-declarations

% of senior leadership that is from designated groups (Historical Data)



	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Actual	-	-	-	-	-	48
Target	-	-	-	-	-	60

- = not a measure or no target set