

Institutional Performance Objectives & Outcomes and the Research Support Fund (including IPG & Research Security), 2024-2025

The University of Regina has established performance measures and targets for the University connected to the Strategic Plan 2020-25, [All Our Relations: kahkiyaw kiwâhkômâkaninawak](#). Metrics related to research are connected to research impact and research revenue.

The Research Support Fund is critical to the success of the Strategic Plan.

Performance Measures for Eligible Expenditure Areas

Eligible expenditure category	Institutional performance objective	Indicator	Output	Outcomes reported at year end	Results, October 2025
1. Research facilities	Maintain quality of existing research facilities Improve quality of building systems in research facilities	Square footage of labs available throughout the year for research. Upgrades to select systems.	Custodial staff, utilities such as heat, power, water. Renovation of existing labs where needed. Improved efficiency, reliability and risk mitigation in systems.	Square footage of labs dedicated to research across the university compared to previous year. Renovations completed or in progress when applicable. Progress on building system upgrades (number and % completion).	Square footage increased marginally. Facilities Management has been involved in 4 research-related projects. All have been completed.
2. Research resources	Maintain library collections and services most needed by researchers, including researcher support for Tri-Council policies such as open access publishing and	Dollars spent on the library through the university budget.	Books, journals (print and electronic), databases for use by researchers. Ongoing operation of electronic systems required for providing seamless access to library collections, represented in both software licensing costs and staff time to configure and maintain those systems.	Comparison of dollars spent on the library between previous and current year.	Dollars spent in the library increased by nearly \$55k since 2023-24. The acquisitions budget increased by \$35k. Service updates include a new interlibrary loan software system that fulfills requests much more quickly, a formalized evidence synthesis service, and continued work on awareness building for

	research data management.		Infrastructure, services and staff to support Tri-Council policies for open access publishing and research data management (including support for national initiatives such as Portage, FRDR and Dataverse) Librarian time spent on in-depth research support (e.g. systematic reviews, structuring data in NVivo, advising on publishing and copyright)		research data management. The Scifree tool that allows authors to find OA journals with waived or discounted APCs was implemented.
3. Management and administration of an institution's research enterprise	Efficient, effective support of needs of researchers, managed according to all relevant policies and guidelines.	Increased support to faculty through the Offices of Research Services and Research Partnerships & Innovation.	Continuation of programs like the Tri-Council Cohort Program to foster applications to the federal agencies. Progress on implementation of the Converis research information system to integrate research and finance oversight of applications and funds.	Support initiatives continued. Percentage change of Tri-Council grant applications. Finish implementation of Phase 1 of the projects module.	Work continues to refine reporting features and address configuration changes on an ongoing basis. Applications to SSHRC, CIHR and NSERC remained steady. The Grants team delivered another round of the cohort program content to interested faculty. The Grants, Compliance, and ORPI (Office of Research Partnerships & Innovation) teams also developed and delivered workshops (including Tune-in to Tune-up) on topics of interest and ORS/ORPI services to the research community throughout the year. These workshop offerings continue

					to expand with a wider range of topics and invited speakers. They continue to be well- attended and will be offered again in 2026. A completely new ORS/ORPI website was launched in Fall 2024, with increased functionality, refreshed content, and improved user experience.
4. Regulatory requirements and accreditation	Analyze and implement the recommendations of the external review of the REB, including REB policy, Terms of Reference, and procedures, where practicable. CCAC	Revised and approved REB Policy, Terms of Reference, and procedures.	Implementation of any changes to the REB Policy, Terms of Reference, and procedures. Training completed on any changes to procedures.	Finalized Policy, Terms of Reference, and Procedure documents.	Research Ethics Policy finalized and in place. The REB TOR will need to be updated again but it should be considered a living document that will need regular updating as our processes and board membership changes. The Appeal Committee TOR (as per external review committee recommendations) has been drafted and is approved. Procedure documents are up to date. Ethics Policy was updated but may require revision to include language on course based research--this may not be this calendar but in 2026. Education with researchers on the new

					processes and applications are ongoing. A Renewals Module and Amendment Module for Human Ethics are currently being configured. Provided the Implementation Reports for the serious and regular recommendations following the April 2024 Canadian Council on Animal Care Assessment Visit. Revisions were made to the following: Care and Use of Animals Policy, President's Committee on Animal Care Terms of Reference, Animal Care Emergency Plan, Animal Use Protocol Form, Animal Use Protocol Short Form, Evidence of Practical Training Form, and Post Approval Monitoring Checklist. The following new items were created: Animal Incident Report Form, SOP for Animal Incident Reporting, AUP Review Process Flowchart, Instructor Pedagogical Review Form, Reviewer Pedagogical
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					Review Form, SOP for Pedagogical Review of Courses Involving Animals, SOP for Animal Welfare Assessment, Began the recruitment process for specialized veterinarians to conduct reviews of our two animal facilities and assist with the review and development of the related protocols, SOPs and animal welfare assessment criteria.
5. Intellectual property and Knowledge mobilization	R&D conducted with Industry and Public Sector partners. IP-backed commercialization Technology transfer. Industry and government liaison services. Non-dilutive sponsorship for faculty and student innovation.	R&D conducted with Industry and Public Sector partners. IP disclosures from researchers Creation of spinout ventures License Agreements Innovation Grants Engagement and networking events Educational programming	Contract research agreements. Wealth creation Social impact IP disclosures. License agreements. Spinout companies and NPOs. Innovation grants. Ideation/education on research commercialization Membership in RIC maintained.	Amount of external research revenue from contract research Number of contract research agreements Technologies licensed and/or available for license. Number of companies and NPOs formed. Social impact tracked through UN SDGs. Number of IP disclosure forms	Amount of external research revenue from contract research: \$3,070,608.95 Number of contract research agreements: 130 total, 117 active Technologies licensed and/or available for license: 18 Number of companies and NPOs formed: Companies = 4 NPOs = 0 Number of IP disclosure forms: 3 Number of patents, trademarks, and other IP applications: 8 Total

	Membership in Research Impact Canada to develop KMb expertise.			Number of patents, trademarks, and other IP applications Amount of innovation grants raised. Number of engagement and networking events. Educational programming delivered. # of Research Impact Canada events and meetings attended.	Amount of innovation grants raised: \$495,169 Number of engagement and networking events: 38 Educational programming delivered: 4 Membership in Research Impact Canada maintained. # attending MobilizeU Summer 2024: 23
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Incremental Project Grant Funding – Performance Objectives & Outcomes

Project Title	IPG Priority Area	Output (investment of IPG funds)	Performance Objective	Performance Indicator	Results, September 2025
Information Analyst	Information Resources, including digital resources, open access and databases	\$59,054 invested for 1 Information Analyst position	Maximizing information resources for research leading to improved data driven decision making and strategic planning	Records Management program implemented in ORS, improved data quality and reporting capabilities, up to date website content	The Information Analyst was hired in April 2025, after the reporting period ended.

Project Title	IPG Priority Area	Output (investment of IPG funds)	Performance Objective	Performance Indicator	Results, September 2025
REDCap Software Pilot	Information Resources, including digital resources, open access and databases	\$15,211 invested for REDCap Software Pilot	Maximizing information tools for research leading to improvements in data collection, analysis, survey building, participant scheduling and clinical trials.	REDCap software setup, tested, and available for use by the UofR research community.	REDCap is now available to the UofR research community, with a current user base of 47, far surpassing our initial estimate of 10. Support materials have been created and will be posted on our website by end of 2025. ORS staff will oversee user account management and training.

Research Security Funding – Performance Objectives & Outcomes

Project Title	Output (investment of research security funds)	Performance Objective	Performance Indicator	Target outcome	Results, September 2025
Research Security Manager	\$86,953 invested for 1 Research Security Manager position	Development and implementation of the University's research security strategy related to funding, partnerships, commercialization, data governance and cybersecurity, along with associated policies, procedures, and programs. Ensuring alignment and compliance with University, government, and funding agency policies, procedures, and guidelines.	A framework for identifying and mitigating research security risks.	Improve ability to identify and mitigate risks to research security (e.g. physical, cyber, partnerships, intellectual property, people) by creating the necessary supports and structures and working proactively with the research community to manage risks associated with research activities.	The Research Security Manager was hired in November 2024. Work was done to establish a baseline of the current UofR research being done with partners and collaborators to determine level of risk. A presentation in Winter 2025 was done to increase awareness about research security. The position became vacant in May 2025 and recruitment began for a replacement.