KEY PERFORMANCE TARGETS OF STUDY PROGRAMMES OF THE UNIVERSITY OF PERADENIYA

Background

Key performance indicators (KPI) have been identified as important items that monitor, at a glance, progress on the strategic plan of the University. These indicators are all quantitative in nature and are measured annually, either at the end of each academic or financial year. Therefore, as a follow-up action of the Management Committee meeting of the CQA, the Director, Academic Affairs was given the responsibility to develop performance targets for study programmes of University of Peradeniya. The Director/AA reviewed performance targets provided by the Faculties and suggested the followings as potential performance targets of University of Peradeniya to be discussed at the CQA and ADPC. This include process-based and outcome-based targets (Table 1). The identification of the impact-based performance targets are difficult.

Table 1: Potential Performance Targets for University of Peradeniya and their Implementation Mechanism, Responsibility and Frequency of Measuring.

Performance measure	Way of measuring	Responsible person	Frequency of Measuring
Process based performance measures			
Number of undergraduate and postgraduate programmes mapped with SLQF	Report as percentage of programmes of each entity mapped against SLQF	Dean/Directors	When ever study program reviewed
Graduation rate	Report as the percentage of students who graduate out of total number of students enrolled for the programme. This can also be reported with the distribution of classes in each GPA category. Both of these can be calculated and presented at the result board. Can discuss this at the Faculty Board level for further improvement with the previous year information.	DR/SAR/AR	End of the each academic year
Number of students in the Dean's list	Report as the percentage of students who are listed in the Dean's list from each degree programme	DR/SAR/AR	End of the each academic year

Number of students received Faculty awards	Report as the percentage of students who are receving Faculty awards from each degree programme	DR/SAR/AR	End of the each academic year
Failure rate	Report as the percentage of students who failed at the end of the degree programme out of total number of students enrolled. This can be calculated and presented at the result board. Can discuss this at the Faculty Board level for further improvement with the previous year information.	DR/SAR/AR	End of the each academic year
Graduation time	Time duration taken by a normal student to complete the study programme. This can be calculated and presented at the result board. Can discuss this at the Faculty Board level for further improvement with the previous year information.	DR/SAR/AR	End of the each academic year
Drop outs from the study programmes	This can be calculated as number of students who leave the study programme before completing. Include as an agenda item in the admissions committee meetings and shall report the progress to the faculty board with the results of exit survey.	DR/SAR/AR	End of the academic year
Number of students participate in research activities	Report as percentage of students participate in research activities. Include as an agenda item in the undergraduate research committee meetings and shall report to the faculty board	HoDs, Chairperson, Undergraduate research committee	After conducting the Undergraduate research symposium
Opportunities provided to students to present their research findings to a wider fora	Report as percentage of students participate in research presentations. Department level	HoDs, Chairperson, Undergraduate research committee	After conducting the Undergraduate

	presentations and Faculty level undergraduate research symposia		research symposium
Number of publications done by students at the time of graduation	Number of peer reviewed publication per student Number of abstracts published by students	Chairperson, Undergraduate research committee	After conducting the Undergraduate research symposium
Number of students engaged with sport activities	Percentage (number of students) of students who received full and half colors.	Director/Physical Education	At the end of each year
Number of students engaged with foreign university activities	Percentage (number of) of students engaged with study abroad, workshop and international programmes per year	Dean	At the end of each year
Passing rates for semester examinations	Report as percentage of students in each GPA group category. This can be calculated and presented at the results board and discussed at the Faculty Board level.	DR/SAR/AR	End of the each academic semester
Course success rates and repeat students rates	Report as percentage of students in each GP category on a course-by-course basis. This can be discussed at the Department meeting level.	DR/SAR/AR	End of the each academic semester
First year to second year retention rate	This KPI measures and reports on the percentage of first-year students who complete 2 successive years of study with the university.	DR/SAR/AR	End of the each academic year
First year to third year retention rate	This KPI measures and reports on the percentage of first-year students who complete 3 successive years of study with the university.	DR/SAR/AR	End of the each academic year
First year to fourth year retention rate	This KPI measures and reports on the percentage of first-year students who complete 4 successive years of study with the university.	DR/SAR/AR	End of the each academic year
First year to fifth year retention rate	This KPI measures and reports on the percentage of first-year students who	DR/SAR/AR	End of the each academic year

	complete 5 successive years of study with the university.		
Student to teacher ratio	The number of student per teacher	DR/SAR/AR	End of the each academic year
Outcome based performance measures			
Time taken for finding a permanent job after graduation	Incorporate into the annual tracer study	Assistant registrar and Committee appointed to conduct the Tracer study	At the convocation and after one year of graduation.
Percentage of graduates employed within 06 months of graduation	Incorporate into the annual tracer study	Assistant registrar and Committee appointed to conduct the Tracer study	At the convocation and after one year of graduation.
Starting salary of a graduate from the study programme	Incorporate into the annual tracer study	Assistant registrar and Committee appointed to conduct the Tracer study	At the convocation and after one year of graduation.
Average annual salary of a graduate from the study programme	Incorporate into the annual tracer study	Assistant registrar and Committee appointed to conduct the Tracer study	At the convocation and after one year of graduation.
Number of graduate entrepreneurs	Incorporate into the annual tracer study	Assistant registrar and Committee appointed to conduct the Tracer study	At the convocation and after one year of graduation.
Number of jobs secured in the private sector by the graduates	Incorporate into the annual tracer study	Assistant registrar and Committee appointed to conduct the Tracer study	At the convocation and after one year of graduation.
Rate of unemployment and under employment of the study programme	Incorporate into the annual tracer study	Assistant registrar and Committee appointed to conduct the Tracer study	At the convocation and after one year of graduation.
Number of graduates enrolled with postgraduate degree programmes	Incorporate into the annual tracer study	Assistant registrar and Committee appointed to conduct the Tracer study	At the convocation and after one year of graduation.

Number of scholarships secured by the graduates for higher studies	Incorporate into the annual tracer study	Assistant registrar and Committee appointed to conduct the Tracer study	At the convocation and after one year of graduation.
Number of fellowships secured by the graduates for higher studies	Incorporate into the annual tracer study	Assistant registrar and Committee appointed to conduct the Tracer study	At the convocation and after one year of graduation.
Recognition of graduates by professional institutions	Number of Associate/ Corporate memberships of graduates in professional institutions, measured annually	Assistant registrar and Committee appointed to conduct the Tracer study	At the convocation and after one year of graduation
Analysis related position of students in common National Level Examination	Number of students in top 20% and bottom 20%	Dean	Yearly
Acceptance of the degree programme by A/L students	Z-Score details of UGC, measured annually	SAR/AR	Yearly
Impact based performance measures			
Adaptability and flexibility	??		
Attitudes and Values	??		
Professionalism	??		
Morality and ethics	??		