

University of Benin

Strategy 2018-2028

***Key Performance
Indicators***

January 2018

KEY PERFORMANCE INDICATORS

Set out in the tables below are the KPIs agreed by the University Management Team. A glossary of definitions for each KPI is set out in the Appendix

| | | Reporting Levels | Availability |
|--|--|--|---------------|
| 1. Increase the quality, quantity and impact of our research, scholarship and innovation. | | | |
| 1.1 | Publication Volume | Institution, College, Schools | Available Now |
| 1.2 | PhD students (Incoming new entrants) | Institution, College, Schools | Available Now |
| 1.3 | Research Awards: Externally Funded Research Awards Value per year | Institution, College, Schools | Available Now |
| 1.4 | Field-Weighted Citation Impact | Institution, College, Schools | Available Now |
| 1.5 | Track esteem indicators and transformative contributions (Societal Impact): Altmetric mentions per article | Institution, College, Schools | Available Now |
| 1.6 | Number of new Spin outs. | Institution | In progress |
| 2. Provide an educational experience that defines international best practice. | | | |
| 2.1 | Student - Faculty Ratio | Institution; College; School | Available Now |
| 2.2 | Student Satisfaction Index | Institution; Field of Study; Programme Area. | Available Now |
| 2.3 | Proportion of graduates seeking employment (Graduates) | Institute, College, Programme | In Progress |
| 2.3 | Proportion of graduates seeking employment (Undergraduate Degree Graduates Only) | | Not Available |
| 3. Consolidate and strengthen our core disciplines. | | | |
| 3.1 | Reputation Number of disciplines ranked in top 100 (Subject Rankings) | Institution, College, Subject Area | In Progress |
| 4. Conduct strong interdisciplinary research and education in important areas of global need. | | | |
| 4.4 | Interdisciplinarity as measured by % of UNIBEN publications with Authors from more than one UNIBEN School | Institution, College, School | In Progress |
| 5. Attract and retain an excellent and diverse cohort of students, faculty and staff. | | | |
| 5.1 | Proportion of under-represented students | Institution, College, Programme | In Progress |
| 5.2 | International Students | Institution, College, Programme | Available Now |
| 5.3 | Gender Equality: % Female Faculty | Institution; College; School | Available Now |

| | | | |
|--|---|--|-----------------|
| 5.4 | % International Faculty | Institution; College; School | Available Now |
| 6. Build our engagement locally, nationally and internationally. | | | |
| 6.1 | Number of industry co-authored papers | Institution, College, Schools | Available Now |
| 6.2 | Number of papers co-authored internationally | Institution, College, Schools | Available Now |
| 7. Develop and strengthen our university community | | | |
| 7.1 | Number of alumni and friends participating in University events and the number of Global and campus events. | Institution | To be collected |
| 7.2 | Staff Satisfaction Measure | | Available Now |
| 7.3 | Students' rating of educational experience | Institution; Field of Study; Programme Area. | Available Now |
| 8. Further develop world-class facilities to support the vision. | | | |
| 8.1 | Annual Spend: Minor Works and Maintenance | Institution | To be Collected |
| 8.2 | Annual Capital Spend: New Buildings & Major Refurbishments | Institution | To be Collected |
| 8.3 | Number of accommodation beds available | Institution | Available Now |
| 9. Adopt governance, management and budgetary structures which enable the vision. | | | |
| 9.1 | Academic Unit's Expenditure Budget as a proportion of total university expenditure budget. | Institution | To be Collected |
| 9.2 | Staff satisfaction measure with management budgetary and administrative functions | Institution | To be defined |
| 10. Overcome financial, human resource management and other external constraints. | | | |
| 10.1 | Tetfund Funding | Institution | Available Now |
| 10.2 | Funding from private individuals and entities | Institution | Available Now |
| 10.3 | Grants for research projects | Institution, College, School | Available Now |

APPENDIX – A GLOSSARY OF DEFINITIONS

1. Increase the quality, quantity and impact of our research, scholarship and innovation.

1.1 **Publication Volume**

Publication Volume: The number of journal publications for UNIBEN per calendar year from the Scopus/SciVal, Academia.Edu, Research Gate, Google Scholar database. This is a widely used international database of publications and citation. These databases are used in THE world university rankings.

1.2 **PhD students (Incoming new entrants)**

Number of PhD students registered to a Doctorate for the first time.

1.3 **Research Awards: Externally Funded Research Awards Value per year**

Research Award Value: is the total direct and indirect value of research awards in Naira for externally funded research grants registered in a financial year as recorded by the UNIBEN Grants System

1.4 **Field-Weighted Citation Impact**

FWCI (Field-Weighted Citation Impact over a five year interval (e.g. 2018 to 2023) is an indicator of mean citation impact, and compares the actual number of citations received by an article with the expected number of citations for articles of the same document type, publication year and subject field. The indicator is always defined with reference to a global baseline of 1.00.

- A Field-Weighted Citation Impact of 1.00 indicates that the entity's publications have been cited exactly as would be expected based on the global average for similar publications; the Field- Weighted Citation Impact of "World", or the entire Scopus database, is 1.00.
- A Field-Weighted Citation Impact of more than 1.00 indicates that the entity's publications have been cited more than would be expected based on the global average for similar publications; for example, 2.11 means 111% more cited than world average.
- A Field-Weighted Citation Impact of less than 1.00 indicates that the entity's publications have been cited less than would be expected based on the global average for similar publications; for example,

0.87 means 13% less cited than world average.

1.5 **Track esteem indicators and transformative contributions (Societal Impact): Altmetric mentions per article**

'Alternative metrics' are non-traditional metrics that are complimentary to traditional citation impact metrics, such as impact factor and h-index. Altmetrics is a company which provide an indication of where papers are being used and it is a system that tracks the attention that research outputs such as scholarly articles and datasets receive online. It does this by pulling in data from three main sources:

- Social media like Twitter, Facebook, Google+, Pinterest and blogs
- Traditional media - both mainstream (The Guardian, New York Times) and science specific (New Scientist, Scientific American). Many non-english language titles are covered.
- Online reference managers like Mendeley and CiteULike Important things to remember
- Altmetric measures attention, not quality. People pay attention to papers for all sorts of reasons, not all of them positive.
- Altmetric only tracks public attention. Papers are discussed in private forums, offline in journal clubs and by email but we cannot track this.
- Altmetric tracks direct attention, that is to say attention focused on a specific research paper or dataset. More specifically for a newspaper article or blog post etc. to be counted by Altmetric it must contain a hyperlink to or formal citation of a scholarly work.

This metric will report the number of mentions per article.

2. Provide an educational experience that defines international best practice.

2.1 Student - Faculty Ratio

This is the ratio of total Student per Academic Staff

2.2 Student Satisfaction Index

UNIBEN seeks to constantly collect information on student engagement. Students are asked questions about their experiences of higher education and results are collated and used to generate specific indices relating to student Engagement or Outcomes.

2.3 Proportion of graduates seeking employment

Figures are taken from the First Destination Survey results. The First Destination Survey is carried out annually by each university

Proportion of graduates seeking employment - Undergraduate: The figure presented shows the proportion of those Undergraduate degree students who are seeking employment 9 months after graduation.

Proportion of graduates seeking employment - Graduate: The figure presented shows the proportion of those Graduate students who are seeking employment 9 months after graduation.

3. Consolidate and strengthen our core disciplines.

3.1 Reputation: Number of UNIBEN Courses ranked in top 100

The World University Rankings have been in existence since 2004. This metric shows the number of relevant subjects where UNIBEN appears in the top 100.

4. Conduct strong interdisciplinary research and education in important areas of global need.

4.4 Interdisciplinarity as measured by % of UNIBEN publications with authors from more than one UNIBEN School

Interdisciplinarity: The number of publication of all types that have more than one Co-authoring UNIBEN school as a percentage of the total number of publications, per year

5. Attract and retain an excellent and diverse cohort of students, faculty and staff.

5.1 Proportion of under-represented students:

Under-represented students are defined as students who are mature, disadvantaged, report a disability.. Part-time and students entering from non-standard progression routes could also be considered as under-represented but will be reported separately.

5.2 International Students

International Students are defined as students who are not from the Federal Republic of Nigeria. International status is based on the student's nationality as stated on their student record.

5.3 Gender Equality: % Female Faculty

Proportion of faculty who are female. This statistic will be reported by Academic Grade

5.4 % International Faculty

Proportion of faculty who are have a Non-Nigerian nationality. This statistic will be reported by Academic Grade

6. Build our engagement locally, nationally and internationally.

6.1 Number of industry co-authored papers

The number of journal publications in Scopus/SciVal and other databases for UNIBEN that have industry co-authors per year. Academic-Corporate Collaboration calculates the number of outputs that have been co-authored by researchers from

both academic and corporate, or industrial, affiliations. Government departments or state hospitals are not included in this metric.

6.2 b. Number of papers co-authored internationally

The number of journal publications in Scopus/SciVal for UNIBEN that have international co-authors per year.

7. Develop and strengthen our University community.

7.1 Number of alumni and friends participating in University events

Numbers of alumni and UNIBEN friends who attend specified engagement events at home. Number of alumni engagement events will also be reported.

7.2 Staff Satisfaction Measure

Survey to be developed and measures defined.

7.3 Student Engagement Scores

This data will report the percentage of students who respond positively (*good or excellent*) to the question “Overall, how would you evaluate your entire educational experience at your institution?”

8. Further develop world-class facilities to support the vision.

8.1 Annual Spend: Minor Works and Maintenance

Amount to include the annual spend on minor works and maintenance on campus and student residences. The Annual period covers the 12 months from October to September.

8.2 Annual Capital Spend: New Buildings & Major Refurbishments

Amount to include the annual capital spend on new buildings and major refurbishments. The Annual period covers the 12 months from October to September.

8.3 Number of accommodation beds available

Number of accommodation beds available. This figure excluded accommodation under renovation and is reported October each year.

9. Adopt governance, management and budgetary structures which enable the vision.

9.1 Academic Units' Expenditure as a proportion of total university expenditure.

Academic Units' Expenditure is defined as expenditure under the heading "Academic Colleges and Schools" in the annual Funding Statement, which has been prepared on a harmonised basis approved by all universities. Total University Expenditure includes all recurrent expenditure per the Funding Statement, excluding Research Grants and Projects.

9.2 Staff satisfaction measure with management budgetary and administrative functions

Survey to be developed and measures defined.

10. Overcome financial, human resource management and other external constraints.

10.1 Tetfund Funding

10.2 Funding from private individuals and entities

10.3 Research grants