**Program KPIs**

**Input Indicators**

| **Domain** | **KPI** | **Target Value** | **KPI Value for 2019-20** | **National Benchmarks**  **(Institutional/College Level)** | **International Benchmarks**  **(Institutional/College Level)** |
| --- | --- | --- | --- | --- | --- |
| Admission | Freshmen Enrolment rate (%) | 100% |  |  |  |
| Enrolment | % of National students | > 10% |  | 18% ([AURAK](https://www.indiaeducation.net/studyabroad/colleges/uae/uae-auoraka/co-34.html)) (Percentage international students = 82%, hence National Students percentage = 18%)  26% ([AUS](https://www.aus.edu/about/aus-at-a-glance/facts-and-figures/fast-facts-fall-2020)) |  |
| Overall Enrolment rate (%) | > 90% |  |  |  |
| Faculty | % Part time faculty | <25% | To be calculated by the program director | <25% ([University of Dubai](https://ud.ac.ae/pdf/caa/Faculty/2016/4.2%20-%20Employment%20Policies.pdf))  <25%  ([CAA](https://www.caa.ae/PORTALGUIDELINES/Standards%202019%20-%20Dec%202019%20v2.docx.pdf) Standards 2019) | 38% ([Virginia Commonwealth](https://www.collegefactual.com/colleges/virginia-commonwealth-university/#faculty)) (The full-time faculty percentage at Virginia Commonwealth University is 62%. This is higher than the national average of 47%) |
| % Full-time Faculty with terminal degree | > 70% | To be calculated by the program director | 91.4% ([AUS](https://www.aus.edu/about/aus-at-a-glance/facts-and-figures/fast-facts-fall-2020)) (91.4% of full-time faculty hold a terminal degree Fall 2020 statistics) |  |
| Student to Faculty Ratio | < 15 | To be calculated by the program director | 19 ([University of Sharjah](https://www.sharjah.ac.ae/en/about/Senior-Admin/osp/Documents/UoS_Strategy__En.pdf))  17 ([Ajman University](https://www.topuniversities.com/universities/ajman-university)) | 18 ([Virginia Commonwealth University](https://irds.vcu.edu/))  15 ([University of Arizona](https://www.usnews.com/best-colleges/university-of-arizona-1083)) |

**Process Indicators**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Domain** | **KPI** | **Target Value** | **KPI Value for 2019-20** | **National Benchmarks**  **(Institutional/College Level)** | **International Benchmarks**  **(Institutional/College Level)** |
| Faculty | Average Workload of FT Faculty in the Program (with terminal degree)/Sem | < 12 | To be calculated by the program director | As per CAA Standards 2019 |  |
| Average Workload of FT Faculty in the Program (without terminal degree)/Sem | < 15 | To be calculated by the program director | As per CAA Standards 2019 |  |
| Average Workload of PT Faculty in the Program /Semester | <6 | To be calculated by the program director | As per CAA Standards 2019 |  |
| No. of Faculty Development activities | >10 | To be calculated by the program director |  |  |
| Research | Number of publications per faculty per year | 2 | To be calculated by the program director |  |  |
| Program Effectiveness | Student Satisfaction with Faculty (%) | >85% |  | 80%  ([AURAK](https://aurak.ac.ae/files/aurak/AURAK%20Strategic%20Plan%202019-2024.pdf)) (Targeted overall student satisfaction for academic and professional services)  82% ([Middlesex University Overall Satisfaction](https://www.mdx.ac.ae/about-us/knowledge-caf%C3%A9/middlesex-student-survey-briefing)) (Achieved overall student satisfaction for academic and professional services) | 97.8% ([University of Kansas](https://air.ku.edu/sites/air.ku.edu/files/files/GSSS/GSSS2016_University%20Summary.pdf)) (Excellent, very good and good responses are considered satisfaction)  83% ([Kings College London, UK BSc Biomedical Science](https://www.kcl.ac.uk/study/undergraduate/courses/biomedical-science-bsc))  87% ([University of Bradford, UK BSc Biomedical Science](https://www.bradford.ac.uk/courses/ug/biomedical-science-bsc/))  90% ([Biomedical science U. Surrey UK)](https://www.surrey.ac.uk/undergraduate/biomedical-science) |
| Student Satisfaction with Courses (%) | >85% |  | 80%  ([AURAK](https://aurak.ac.ae/files/aurak/AURAK%20Strategic%20Plan%202019-2024.pdf)) (Targeted overall student satisfaction for academic and professional services)  82% ([Middlesex University Overall Satisfaction](https://www.mdx.ac.ae/about-us/knowledge-caf%C3%A9/middlesex-student-survey-briefing)) (Achieved overall student satisfaction for academic and professional services) | 92% ([University of Kansas](https://air.ku.edu/sites/air.ku.edu/files/files/GSSS/GSSS2016_University%20Summary.pdf)) (Excellent, very good and good responses are considered satisfaction)  89% [Kings College London, UK (Bachelor of Biomedical Sciences](https://www.kcl.ac.uk/study/undergraduate/courses/biomedical-science-bsc))  83% ([University of Bradford, UK BSc Biomedical Science](https://www.bradford.ac.uk/courses/ug/biomedical-science-bsc/)) |
| Student Satisfaction with achievement of Course Learning Outcomes (%) | >85% |  | 80%  ([AURAK](https://aurak.ac.ae/files/aurak/AURAK%20Strategic%20Plan%202019-2024.pdf)) (Targeted overall student satisfaction for academic and professional services)  82% ([Middlesex University Overall Satisfaction](https://www.mdx.ac.ae/about-us/knowledge-caf%C3%A9/middlesex-student-survey-briefing)) (Achieved overall student satisfaction for academic and professional services) | 92% ([University of Kansas](https://air.ku.edu/sites/air.ku.edu/files/files/GSSS/GSSS2016_University%20Summary.pdf)) (Excellent, very good and good responses are considered satisfaction) |
| Student Satisfaction with Teaching & Learning pedagogies (%) | >85% |  | 80%  ([AURAK](https://aurak.ac.ae/files/aurak/AURAK%20Strategic%20Plan%202019-2024.pdf)) (Targeted overall student satisfaction for academic and professional services)  82% ([Middlesex University Overall Satisfaction](https://www.mdx.ac.ae/about-us/knowledge-caf%C3%A9/middlesex-student-survey-briefing)) (Achieved overall student satisfaction for academic and professional services) | 92.2% ([University of Kansas](https://air.ku.edu/sites/air.ku.edu/files/files/GSSS/GSSS2016_University%20Summary.pdf)) (Excellent, very good and good responses are considered satisfaction) |
| Student Satisfaction with Assessment Methods (%) | >85% |  | 80%  ([AURAK](https://aurak.ac.ae/files/aurak/AURAK%20Strategic%20Plan%202019-2024.pdf)) (Targeted overall student satisfaction for academic and professional services)  82% ([Middlesex University Overall Satisfaction](https://www.mdx.ac.ae/about-us/knowledge-caf%C3%A9/middlesex-student-survey-briefing)) (Achieved overall student satisfaction for academic and professional services) | 93.2% ([University of Kansas](https://air.ku.edu/sites/air.ku.edu/files/files/GSSS/GSSS2016_University%20Summary.pdf)) (Excellent, very good and good responses are considered satisfaction) |
| Student Satisfaction with Clinical Training (%) | >85% |  | 80%  ([AURAK](https://aurak.ac.ae/files/aurak/AURAK%20Strategic%20Plan%202019-2024.pdf)) (Targeted overall student satisfaction for academic and professional services)  82% ([Middlesex University Overall Satisfaction](https://www.mdx.ac.ae/about-us/knowledge-caf%C3%A9/middlesex-student-survey-briefing)) (Achieved overall student satisfaction for academic and professional services) |  |
| Student Satisfaction with Learning Resources (%) | >85% |  | 80%  ([AURAK](https://aurak.ac.ae/files/aurak/AURAK%20Strategic%20Plan%202019-2024.pdf)) (Targeted overall student satisfaction for academic and professional services)  82% ([Middlesex University Overall Satisfaction](https://www.mdx.ac.ae/about-us/knowledge-caf%C3%A9/middlesex-student-survey-briefing)) (Achieved overall student satisfaction for academic and professional services) | 87% University of Surrey  93.2% ([University of Kansas](https://air.ku.edu/sites/air.ku.edu/files/files/GSSS/GSSS2016_University%20Summary.pdf)) (Excellent, very good and good responses are considered satisfaction) |
| Student Satisfaction with Academic Advising and Mentorship (%) | >85% |  | 80%  ([AURAK](https://aurak.ac.ae/files/aurak/AURAK%20Strategic%20Plan%202019-2024.pdf)) (Targeted overall student satisfaction for academic and professional services)  82% ([Middlesex University Overall Satisfaction](https://www.mdx.ac.ae/about-us/knowledge-caf%C3%A9/middlesex-student-survey-briefing)) (Achieved overall student satisfaction for academic and professional services) | 81.3% ([University of Kansas](https://air.ku.edu/sites/air.ku.edu/files/files/GSSS/GSSS2016_University%20Summary.pdf)) (Excellent, very good and good responses are considered satisfaction) |

**Output Indicators**

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| --- | --- | --- | --- | --- | --- |
| **Domain** | **KPI** | **Target Value** | **KPI Value for 2019-20** | **National Benchmarks**  **(Institutional/College Level)** | **International Benchmarks**  **(Institutional/College Level)** |
| Program Effectiveness | Overall Fall-to-Fall overall Student Retention Rate (%) | >90% |  | 80% ([AURAK](https://aurak.ac.ae/files/aurak/AURAK%20Strategic%20Plan%202019-2024.pdf)) (AURAK set targets for its Fall-to-Fall retention rate as 80% in its 2019-24 strategic plan (Refer Page 5))  85% ([Abu Dhabi University, undergraduate retention rate](https://www.adu.ac.ae/about-adu/our-profile1/fast-facts)) | 93% (Biomedical Science, [U. Surrey, UK](https://www.surrey.ac.uk/undergraduate/biomedical-science)) |
| Fall-to-Fall First-Cohort Retention Rate | >90% |  | 92% ([AUD](https://www.aud.edu/university-overview/facts-and-figures/))  79% ([AURAK](https://aurak.ac.ae/en/student/office-of-enrollment-management/student-achievement/)) (Fall-to-Fall First-Cohort Retention Rate for the last 5 years =79%)  97% [UAE University](https://www.uaeu.ac.ae/en/about/ss@uaeu/retention-and-graduation-rates.shtml) | 83.2% ([Virginia Common Wealth University](https://irds.vcu.edu/))  85.5% ([University of Arizona](https://uair.arizona.edu/content/retention-and-graduation)) (Fall 2019)  66.9% [NEIU](https://www.neiu.edu/about/strategic-plan/key-performance-indicators/kpi-progress-report) (Northeastern Illinois University reports 69% 1st to 2nd year retention rate as per Fall 2020 statistics)  78.07% ([Missouri State University](https://mis.missouristate.edu/KeyPerformanceIndicators/kpi2016/index/2)) (The percentage of students from the previous fall who are again enrolled in the current fall (AY 2018-19)) |
| Course Pass rate (%) | > 90% |  | 94% ([AURAK](https://aurak.ac.ae/en/student/office-of-enrollment-management/student-achievement/)) (average in Fall 2019)  92% ([AUD](https://www.aud.edu/university-overview/facts-and-figures/)) (This data represents the percentage of hours completed vs. hours attempted based on the data from the Registrar's Office for Fall 2019) |  |
| Percentage of credits completed to credits registered | >80% |  | 92% ([AUD](https://www.aud.edu/university-overview/facts-and-figures/)) (This data represents the percentage of hours completed vs. hours attempted based on the data from the Registrar's Office for Fall 2019) | 78.91% ([Missouri State University](https://mis.missouristate.edu/KeyPerformanceIndicators/kpi2016/index/2)) (Determined by dividing the number of students completing 24 credit hours in their first year of college by the total IPEDS cohort for 2018-19) |
| Percentage students with Grade C and above | >90% |  |  |  |
| On Time Graduation rate | > 80% |  | 75% ([UAE University](https://www.uaeu.ac.ae/en/about/ss@uaeu/retention-and-graduation-rates.shtml))  61% ([AUD](https://www.aud.edu/university-overview/facts-and-figures/)) | 37% ([VCU](https://www.collegefactual.com/colleges/virginia-commonwealth-university/#faculty))  54% ([University of Arizona](https://uair.arizona.edu/content/retention-and-graduation) ) |
| Graduation within 1.5 times the length of the program | > 80% |  | 81% [UAEU for medicine and health](https://www.uaeu.ac.ae/en/about/ss@uaeu/retention-and-graduation-rates.shtml)  [75% UAEU (overall)](https://www.uaeu.ac.ae/en/about/ss@uaeu/retention-and-graduation-rates.shtml)  79% [Abu Dhabi University](https://www.adu.ac.ae/about-adu/our-profile1/fast-facts) |  |
| Graduates Satisfaction with PLOs (%) | > 85% |  |  | 91% ([VCU](https://uploads.provost.vcu.edu/careers/fds2019all.pdf)) (91% of students responded that their employment was very related or somewhat related to their Program of study as per VCU 1st Destination Survey May 2019 class. |
| Graduates Satisfaction with Quality of Education (%) | > 85% |  |  | 90% satisfied overall with the course [(Biomedical science U. Surrey, UK)](https://www.surrey.ac.uk/undergraduate/biomedical-science)  86% ([University of Limerick](https://www.ul.ie/quality/sites/default/files/2019%20UL%20web%20report%20rev1.pdf)) – overall satisfaction |
| Graduate Satisfaction with Teaching and Learning (%) | > 85% |  |  | 75% ([University of Limerick](https://www.ul.ie/quality/sites/default/files/2019%20UL%20web%20report%20rev1.pdf))  82% ([VCU](https://uploads.provost.vcu.edu/careers/fds2019all.pdf)) |
| Graduate Satisfaction with Assessment Methods (%) | > 85% |  |  | 66% ([U. Surrey UK)](https://discoveruni.gov.uk/course-details/10007160/UCD10S0001U/FullTime/)  51% ([University of Limerick](https://www.ul.ie/quality/sites/default/files/2019%20UL%20web%20report%20rev1.pdf)) |
| Graduate Satisfaction with Experiential Learning & Clinical Postings (%) | > 85% |  |  |  |
| Graduate Satisfaction with Academic Advising & Mentorship (%) | > 85% |  |  | 83% ([Biomedical science, U Surrey, UK](https://www.surrey.ac.uk/undergraduate/biomedical-science))  67% ([University of Limerick](https://www.ul.ie/quality/sites/default/files/2019%20UL%20web%20report%20rev1.pdf)) |
| Faculty | Faculty Retention Rate (%) | > 80% | To be calculated by the program director | 70% ([Augusta University](https://www.augusta.edu/mcg/dean/faculty-affairs/faculty-success/retention.php)) (2017 report on faculty engagement by the Association of American Medical Colleges (AAMC) found that, within the next 1-2 years, more than 30 percent of faculty were preparing to or considering leaving their current institution) |  |

**Outcome Indicators**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Domain** | **KPI** | **Target Value** | **KPI Value for 2019-20** | **National Benchmarks**  **(Institutional/College Level)** | **International Benchmarks**  **(Institutional/College Level)** |
| Program Effectiveness | Employer/Internship Supervisor Satisfaction with graduates (%) | > 80% |  | 80% ([AURAK](https://aurak.ac.ae/files/aurak/AURAK%20Strategic%20Plan%202019-2024.pdf)) (AURAK set targets for its KPIs in its 2019-24 strategic plan (Refer Page 6)) | 89-92% ([University of Arizona](https://www.arizona.edu/commencement-and-career)) |
| Alumni Satisfaction with the GMU experience | > 80% |  |  |  |
| Societal Satisfaction that GMU graduates are competent to serve the society | > 80% |  |  |  |
| Image & Reputation | % Faculty/Staff recommending GMU to others for higher education | >85% |  |  |  |
| % students recommending GMU to others for higher education | >85% |  |  |  |
| % Employers recommending GMU to others for higher education | > 80% |  |  |  |
| % Alumni recommending GMU to others for higher education | > 80% |  |  |  |
| Societal Satisfaction that GMU has good reputation | > 80% |  |  |  |
| Societal Satisfaction that GMU has impact on UAE community | > 80% |  |  |  |
| Employability | Graduates doing further studies (%) | Total of graduates employed and enrolled in PG > 85% | To be provided by GMU Alumni Office | 60% ([AURAK](https://aurak.ac.ae/en/student/office-of-enrollment-management/student-achievement/)) ((60%)84/141 employed)  10% ([AURAK](https://aurak.ac.ae/en/student/office-of-enrollment-management/student-achievement/)) (9.9% (14/141) reported that they are Pursuing Graduate Degree) | 83% in work or studying 15 months after the courses [Kings College London BSc (Biomedical Science](https://www.kcl.ac.uk/study/undergraduate/courses/biomedical-science-bsc)  92% of BSc (Hons) Biomedical Science graduates found employment or went on to further study within six months of graduating.([U.Bradford UK)](https://www.bradford.ac.uk/courses/ug/biomedical-science-bsc/)  97% of biosciences and medicine graduates go on to employment or further study ([U.Surrey UK)](https://www.surrey.ac.uk/undergraduate/biomedical-science)  97% ([University of Glasgow](https://www.studentcrowd.com/university-l1002914-s1008243-university_of_glasgow-glasgow)) (The graduate outcomes for the University of Glasgow show that six months after leaving university, 97% of graduates are in work or further study)  62% ([NEIU](https://www.neiu.edu/about/strategic-plan/key-performance-indicators/kpi-progress-report)) (Northeastern Illinois University reports 62% Alumni Employment as per Fall 2020 statistics.  76% ([VCU](https://uploads.provost.vcu.edu/careers/fds2019all.pdf)) (76% of students responded they were employed or continuing their education as per VCU 1st Destination Survey May 2019 class) |
| Graduates employed (employability rate) (%) | To be provided by GMU Alumni Office | 60% ([AURAK](https://aurak.ac.ae/en/student/office-of-enrollment-management/student-achievement/)) ((60%)84/141 employed)  10% ([AURAK](https://aurak.ac.ae/en/student/office-of-enrollment-management/student-achievement/)) (9.9% (14/141) reported that they are Pursuing Graduate Degree) | 83% in work or studying 15 months after the courses [Kings College London BSc (Biomedical Science](https://www.kcl.ac.uk/study/undergraduate/courses/biomedical-science-bsc)  92% of BSc (Hons) Biomedical Science graduates found employment or went on to further study within six months of graduating.([U.Bradford UK)](https://www.bradford.ac.uk/courses/ug/biomedical-science-bsc/)  97% of biosciences and medicine graduates go on to employment or further study ([U.Surrey UK)](https://www.surrey.ac.uk/undergraduate/biomedical-science)  97% ([University of Glasgow](https://www.studentcrowd.com/university-l1002914-s1008243-university_of_glasgow-glasgow)) (The graduate outcomes for the University of Glasgow show that six months after leaving university, 97% of graduates are in work or further study)  62% ([NEIU](https://www.neiu.edu/about/strategic-plan/key-performance-indicators/kpi-progress-report)) (Northeastern Illinois University reports 62% Alumni Employment as per Fall 2020 statistics.  76% ([VCU](https://uploads.provost.vcu.edu/careers/fds2019all.pdf)) (76% of students responded they were employed or continuing their education as per VCU 1st Destination Survey May 2019 class) |