**Academic Key Performance Indicators (KPIs):**

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| **KPIs** | **Data Source** |
| **Students success (outcome)** |  |
| 3-Year retention rate by program | Ex. Dashboard  |
| 3-Year Junior graduation rate (none cohort based) | Ex. Dashboard |
| 3-Year graduation rate (cohort based 150% of the program) | IR |
| Experiential learning (impact job placement) | IR – GSS or department |
| Average time to degree | IR  |
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| **Student learning outcomes** |  |
| Program level learning outcome review & update | Department |
| Curriculum revision & update | Department |
| Course level learning outcome review & update | Department |
| Standard test (if applicable, for example ETS)  | Department |
| License passing rate (if applicable) | Department |
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| **Students engagement & satisfaction** |  |
| Student admission criteria & process evaluation | Department |
| Student satisfaction | NL\_SSI (or department) |
| Alumni Satisfaction | GSS (or department) |
| Students engagement | NSSE (dashboard under construction) |
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| **Resources adequacy & efficiency** |   |
| Classroom utilization | Department |
| Equipment sufficiency | Department |
| Research space (lab) utilization | Department |
| Educational technology sufficiency | Department |
| **Faculty** Student/faculty FTE ratio | HR or department |
| Faculty Full time/part time ratio | IR & Department |
| Faculty teaching quality (students course evaluation, peer evaluation) | IR & Department |
| Faculty research & publication & grant application | Department |
| Faculty services evaluation | Department |
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| **Overall Department (Program) & development** |  |
| Mission and Goal review & update | Department |
| Program market demand and supply | EMSI |
| Program strategic planning (long term aspirational)  | Department |
| Departmental policies and procedure review | Department |
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\*Note: Choice of KPIs should be based on department’s missions and goals: for example, if one department has no or very limited number of majors, then graduation rate should not be a KPI for that department, instead, decrease course DFW rate can be a KPI.