

**University Accountability Agreement for 2022-25 Triennium  
Institution-specific Key Performance Indicators (KPIs) (as at December 2023)  
Hong Kong Baptist University (HKBU)**

**Table of Contents**

**Domain 1 - Quality of student experience of teaching and learning**

- KPI 1 Students' assessment of faculty member effectiveness
- KPI 2 Students' assessment of virtual teaching and learning
- KPI 3 Student awards

**Domain 2 - Research performance and research postgraduate experience**

- KPI 1 Citations per publication
- KPI 2 Research postgraduate student non-local learning experience
- KPI 3 General Research Fund and Early Career Scheme market share

**Domain 3 - Knowledge transfer and wider engagement**

- KPI 1 Commercialisation rate of HKBU patents
- KPI 2 Number of community engagement events
- KPI 3 Percentage of faculty staff engaged as members of external advisory boards including professional industry, government, statutory or non-statutory bodies

**Domain 4 - Enhanced internationalisation and engagement with the Mainland**

- KPI 1 Collaborative teaching and learning with institutions outside Hong Kong
- KPI 2 Proportion and diversity of non-local academic staff
- KPI 3 Students' cultural knowledge

**Domain 5 - Financial health, institutional social responsibilities and sustainability**

- KPI 1 Self-financed programmes and activities percentage of annual turnover to overall turnover
- KPI 2 Self-financed programmes and activities percentage of annual surplus to turnover
- KPI 3 Environmental performance index

<i>Activity domain 1: Quality of Student Experience of Teaching and Learning</i>					
KPI 1.1 Students' assessment of faculty member effectiveness	Academic Year	2019/20	2020/21	2021/22	2022/23
University mean rating of the overall effectiveness of the faculty member(s) on the Course Feedback Questionnaire (on a five-point scale) (Note 1)		4.33	4.37	4.40	4.39
KPI 1.2 Students' assessment of virtual teaching and learning	Academic Year	2019/20	2020/21	2021/22	2022/23
University mean rating on the overall effectiveness of the online/mixed-mode classes of a course as recorded in the Survey on Students' Experience of e-Learning / Mixed-Mode Classes (on a five-point scale) (Notes 1 & 2)		3.71	4.13	4.21	4.25
KPI 1.3 Student awards	Academic Year	2019/20	2020/21	2021/22	2022/23
Number of awards and scholarships funded with external resources (Notes 3 & 4)	Awards	52	111	124	215
	Scholarships	986	972	1,296	1,533

Note 1: Questionnaires/surveys of all University Grants Committee (UGC)-funded undergraduates are used to collect the data for KPIs 1.1 and 1.2. The questions are on a five-point scale with 5 representing the highest score. KPIs 1.1 and 1.2 supplement the respective PMs in Domain 1, as they are on teaching quality.

Note 2: Data for KPI 1.2 is available only from the second semester of the Academic Year 2019/20 onwards, as the survey on "Student's Experience of e-Learning" was introduced at the time.

Note 3: Students are encouraged to participate in external competitions to enrich their university experience. External awards and scholarships shown in KPI 1.3 are indicative of student achievements and an integral part of the learning experience. Hence, it supplements PMs in Domain 1.

Note 4: All UGC-funded undergraduate and postgraduate (all funding sources) students are included for KPI 1.3.

<b>Activity domain 2: Research Performance and Research Postgraduate Experience</b>								
KPI 2.1 Citations per publication	Publication Year		2022			2023		
The data is generated from the Scopus database for the period of 2018-2022. Self-citations are excluded. (Note 1)			14.4			14.7		
KPI 2.2 Research postgraduate student non-local learning experience	Academic Year		2019/20	2020/21	2021/22	2022/23		
KPI 2.2a % of PhD Students with Overseas Research Experience (Note 2)			80%	89.9%	81.8%	91%		
KPI 2.2b % of PhD Students with Overseas Oral/Poster Presentation (Note 2)			77.5%	59.5%	63.6%	75.6%		
KPI 2.3 GRF and ECS market share	Exercise Year							
	2020/21		2021/22		2022/23		2023/24	
% of market share in terms of fund types (Note 3)	Number supported	Value supported						
a) GRF	6.7%	5.8%	5.8%	5.0%	5.9%	5.3%	4.9%	4.6%
b) ECS	6.1%	4.6%	7.9%	7.2%	5.3%	4.8%	7.5%	9.2%
c) GRF and ECS	6.6%	5.7%	6.1%	5.2%	5.8%	5.3%	5.3%	5.2%

Note 1: Scopus is an abstract and citation database with comprehensive coverage of scholarly output. Citations per publication is a new KPI for the 2022-25 triennium, and therefore only the results for 2022 and 2023 are reported. This metric includes the following publication types in Scopus: article, review, conference paper, book and book chapter. This KPI supplements the respective PMs in Domain 2 as a quantitative indication of the reach of publications. It is calculated by dividing the total citation count of the types of output listed above by the number of publications. To explore all research output and achievements at HKBU, please visit: <https://scholars.hkbu.edu.hk>.

Note 2: The KPI covers all PhD students at completion status and counts both physical and virtual non-local learning experiences. The maximum score for this KPI is 100%. This KPI supplements Domain 2 PMs, as non-local learning opportunities can enhance the research postgraduate experience.

Note 3: The data is based on the results released by UGC. Figures are derived by comparing HKBU's funded projects to those of peer UGC institutions.

<b>Activity domain 3: Knowledge Transfer and Wider Engagement</b>						
<b>KPI 3.1 Commercialisation rate of HKBU patents</b>		<b>Financial Year</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>
No. of licensed patents			21	16	6	2
No. of granted patents			35	51	24	26
% of patents licensed (Notes 1 & 2)			60%	31%	25%	8%
<b>KPI 3.2 Number of community engagement events</b>		<b>Financial Year</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>	<b>2022/23</b>
KPI 3.2a Number of community engagement events  Includes public lectures, symposiums, speeches, performance arts (music, dance, drama), exhibition of creative works (e.g., museum, galleries) & other activities related to knowledge transfer to the wider community (Note 3)			599	563	591	576
KPI 3.2b Number of people attending community engagement events (Note 4)			149,368	517,987	356,597	152,096
KPI 3.3 Percentage of faculty staff engaged as members of external advisory boards including professional industry, government, statutory or non-statutory bodies (Note 5)						
<b>Academic Year</b>	<b>No. of academic staff with esteem measures</b>		<b>Total no. of academic staff</b>		<b>Percentage</b>	
2021/22	69		414		17%	
2022/23	78		402		19%	

Note 1: This KPI calculates the commercialisation rate of HKBU patents. The percentage is derived from the number of licensed patents divided by the number of granted patents. The data of licensed patents is from the University licensing system while the data of granted patents is from CDCF Table 66. This KPI supplements the PM of Domain 3, as it is indicative of application of innovations.

Note 2: In the 2022/23 reporting period, HKBU successfully licensed 8 Intellectual Property (IP) rights, comprising 2 patents, 3 copyrights, and 3 know-hows. This is not fully reflected in the commercialisation rate of 8% as reported under KPI 3.1 (i.e. 2 licensed patents out of 26 granted patents). This is due to a licensing deal delay by a licensee who licensed 8 patents from HKBU. If the 8 patents could be licensed within the reporting period, the commercialisation rate would be 38%. As the license agreement for these 8 patents was executed in September 2023, they will be included in the next reporting period.

Note 3: This KPI counts the number of community engagement events. Data is collected from all relevant academic and non-academic units. Apart from the listed events, other activities of community engagement events include types such as art tour, visit tour, workshop, club, health care services, professional consultation and bazaar. Virtual events are included.

Note 4: This KPI counts the number of people attending the community engagement events. Data is collected from all relevant academic and non-academic units. In 2020/21, one of the online learning platforms recorded 153,348 downloads during the reporting period. In 2021/22, there were several large-scale concerts and art exhibitions with approximately 180,000 attendees. Some of these events were not arranged in 2022/23 due to uncertainties during the COVID pandemic. To continuously and better engage with the wider community audience, the University has further deployed resources in upgrading and enhancing its livestream technology, ensuring a more interactive, high-quality, and accessible viewing experience for online events. Two such high-profile events in late 2023/early 2024 attracted millions in the livestream audience and will be incorporated in KPI 3.2b for the next reporting period.

Note 5: An important part of knowledge transfer from university to the wider community is assessed by the esteem measures, which consider the proportion of faculty members serving on external boards of professional, industry, government, statutory or non-statutory bodies. All academic staff in the position(s) of Chair Professor, Professor, Associate Professor, Assistant Professor and Research Assistant Professor are counted in this KPI. This KPI has been made possible by a new platform implemented since 2021/22 that allows for a systematic way to collect and review such data.

<i>Activity domain 4: Enhanced Internationalisation and Engagement with the Mainland</i>					
KPI 4.1 Collaborative teaching and learning with institutions outside Hong Kong	Academic Year	2019/20	2020/21	2021/22	2022/23
No. of courses/projects/activities jointly conducted with institutions/organisations/individuals outside Hong Kong (Note 1)	Dual degree programmes	22	23	25	34
	Projects / Activities	231	382	564	909
	Courses	111	88	142	129
KPI 4.2 Proportion and diversity of non-local academic staff	Academic Year	2019/20	2020/21	2021/22	2022/23
KPI 4.2a % of non-local academic staff (Note 2)	Hong Kong	49.1%	50.3%	47.5%	44.2%
	Mainland China, Macau & Taiwan	25.2%	23.0%	22.2%	24.4%
	Other Overseas Countries & Regions	25.7%	26.7%	30.3%	31.4%
KPI 4.2b No. of countries/regions represented (excluding Hong Kong)		28	26	30	32
List of countries/regions represented (2022/23)					
Australia, Bulgaria, Canada, China, Colombia, Croatia, Democratic People's Republic of Korea, Denmark, France, Germany, Greece, India, Ireland, Israel, Italy, Japan, Macao, Malaysia, Malta, Netherlands, New Zealand, Pakistan, Poland, Portugal, Republic of Korea, Romania, Singapore, Spain, Taiwan, The former Yugoslav Republic of Macedonia, United Kingdom, and United States.					
KPI 4.3 Students' cultural knowledge	Academic Year	2019/20	2020/21	2021/22	2022/23
University mean rating of cultural knowledge for students participating in outgoing exchange and dual degree programmes (on a five-point scale) (Note 3)		4.03	4.35	4.59	4.59

Note 1: This KPI counts the number of courses/projects/activities jointly conducted with institutions/organisations/individuals outside Hong Kong. This includes credit-bearing and non-credit-bearing initiatives offered at undergraduate and postgraduate levels in face-to-face, virtual or mixed modes. Student exchange programmes are not included. This KPI supplements PMs in Domain 4, as it is indicative of international collaboration.

Note 2: Academic staff members include Chair Professors, Professors, Associate Professors, Assistant Professors and Research Assistant Professors. The staff figure excludes staff members of the School of Continuing Education. This KPI supplements the respective PMs of Domain 4, as it is indicative of the internationalisation of the staffing body.

Note 3: KPI 4.3 is the University’s average overall score on the dimension of “students’ cultural knowledge”, which comprises three items designed to gauge perceptions of a non-local study experience during the academic year, as measured on a five-point scale, with 1 denoting strongly disagree, and 5 being strongly agree. Respondents include all local and non-local students of UGC-funded undergraduate programmes who attended a non-local study experience. Dual-degree programmes include joint, double and combined degree programmes. This KPI supplements the PMs of Domain 4, as it provides an indication of the outcomes of internationalisation.

<i>Activity domain 5: Financial Health, Institutional Social Responsibilities and Sustainability</i>					
KPI 5.1 Self-financed programmes and activities percentage of annual turnover to overall turnover	Financial Year	2019/20	2020/21	2021/22	2022/23
% of annual turnover of self-financed programmes and activities to HKBU overall turnover (including investment gain/loss)		42.0%	55.7%	37.5%	46.2%
KPI 5.2 Self-financed programmes and activities percentage of annual surplus to turnover	Financial Year	2019/20	2020/21	2021/22	2022/23
% of annual surplus of self-financed programmes and activities to their turnover (including investment gain/loss) (Note 1)		11.4%	40.8%	-27.7%	23.5%
KPI 5.3 Environmental performance index	Year	2019/20 vs Baseline	2020/21 vs Baseline	2021/22 vs Baseline	2022/23 vs Baseline
The environmental performance index (KPI 5.3) comprises five components, namely Greenhouse Gas (GHG) emissions, electricity consumption, water consumption, waste-to-landfill, and proportion of waste recycled to waste-to-landfill. The index data of reporting years is compared with the index data of the baseline year (2016/17) to show the HKBU's efforts of environmental protection of the recent years (Notes 2 to 5)		+22.09%	+24.96%	+25.62%	+23.57%

Note 1: The increase from -27.7% for 2021/22 to 23.5% for 2022/23 is mainly due to the significant increase in the surplus of self-financed programmes and activities (the numerator) of 249%, as a result of an upsurge in investment gains of \$221M in 2022/23 when compared to an investment loss of \$617M in 2021/22.

Note 2: This KPI complements the domain by incorporating an index underpinned by a number of key environmental measures and is indicative of the University's commitment to sustainability. The baseline year refers to 2016/17 as it was the first year when the full set of relevant data became available.

Note 3: The quantification of GHG emissions is conducted annually by adopting the methodologies stated in ISO14064-1 and *Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong (2010 Edition)*. In addition, electricity and water consumption represent actual usage extracted from CLP and Water Supplies Department billings, and the cleaning contractors and individual recyclers provide waste data every month. All the above are all closely monitored by the Low-carbon Campus Team of the Estates Office on a regular basis.

Note 4: This KPI is derived by computing the percentage change for each component between current year and baseline year, then multiplied by a predetermined weight. As an indication, a positive index refers to improvement.

Note 5: The change in the environmental performance index of 2022/23 when compared to 2021/22 is attributable to the operational shifts at the campus. In 2021/22, due to the coronavirus disease pandemic, the campus was in a hybrid operation mode. With the resumption of full operations in 2022/23, there was an uptick in waste, electricity consumption, and GHG emissions, paralleling the increase in campus users. Nevertheless, despite these factors, there was an improvement of 23.57% in the 2022/23 performance when measured against the baseline year of 2016/17.