

**University Accountability Agreement (UAA)**  
**Institution-specific Key Performance Indicators (KPIs) (as at June 2019)**  
**City University of Hong Kong (CityU)**

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**Domain 1: The quality of the student experience of teaching and learning****KPI 1 Undergraduate Satisfaction with their Teaching and Learning Experience Measured by the Teaching and Learning Questionnaire**

Student feedback and evaluation on their learning experience are key components of the University's quality assurance framework. At CityU, we evaluate the teaching and learning experience of students through the Teaching and Learning Questionnaire (TLQ) conducted for every teaching staff for every course.

**Table A1** below summarises the average scores on the summative question regarding the quality of the overall learning experience and the percentages of full-time staff with a summary score of 5.0 (on a 7-point scale) or above:

**Table A1 CityU TLQ Average Score and Percentage of Full-Time Staff with Overall Evaluation of 5.0 or Above**

		2013/14	2014/15	2015/16	2016/17	2017/18
a.	CityU average for overall evaluation <sup>^</sup>	5.70	5.74	5.72	5.76	5.77
b.	% of full-time staff with overall evaluation score of 5.0 or above	92%	94%	94%	95%	95%

<sup>^</sup> Question for Overall Evaluation: "Overall, I consider the learning experience provided by the teacher in this course as valuable."

The TLQ results confirm the high teaching quality at CityU. Surveys indicate that students are satisfied with the quality of their learning experience for the courses that they have taken. The percentage of full-time academic faculty with an overall evaluation score of 5.0 or above has also increased from 92% in 2013/14 to 95% in 2017/18.

**Domain 1: The quality of the student experience of teaching and learning**

**KPI 2 Undergraduate Learning Competencies**

In addition to the TLQ, CityU conducts an annual Student Learning Experience Survey (SLES) for UG students to self-evaluate their learning experience, learning competencies, and the progress made in achievement of graduate outcomes.

Survey results from the SLES on UG students' motivation and learning competencies in 2015/16, 2016/17, and 2017/18 are presented in the Tables below. They indicate that graduating students, who have gone through the CityU curriculum and learning experience, are in general more motivated and better equipped with the core learning competencies which CityU learning experience seeks to develop than their lower year counterparts. These groups of students have in general reported a higher frequency of performing the actions and undertaking the intellectual practices that reflect higher levels of motivation and other academic competence.

**Table A2 SLES Results on Students' Motivation and Learning Competencies, 2015/16**

Summary	First Year (FY)	Year 2 & 3 (Yr2&3)	Graduating Students (GY)
Number of students invited to complete the SLES	2,091	6,170	4,238
Number of respondents	861	1,727	992
Response rate	41.2%	28.0%	23.4%

Learning Competencies		Average Frequency (%) <sup>^</sup>		
		FY	Yr2&3	GY
<b>Motivation</b>				
a.	I actively participated in class learning activities	61.2	60.5	61.9
b.	I read books and acquire resources that are not required by teachers	44.8	47.1	49.0
c.	I keep searching for information until I get a satisfactory answer to questions	66.4	68.0	70.5
d.	I take the initiative to improve myself	67.0	67.1	68.9
<b>Critical Thinking/Curiosity/Creativity</b>				
e.	I ask "how" and "why" questions when I learn	65.0	65.6	67.9
f.	I look for alternate/new solutions to the same problem	59.3	59.5	62.3
g.	I try new experiences to satisfy my curiosity	61.8	61.9	64.6
h.	I examine/study new topics in depth	57.3	57.0	59.2
i.	I have been encouraged to produce ideas that are inventive and original	60.8	58.5	60.6
<b>Integrated Academic Competence</b>				
j.	I apply my information analysis and searching skills	66.0	66.4	70.1
k.	I support my views with evidence I present to both my classmates and teachers	65.4	65.6	70.2
l.	I combine information and ideas to solve problems	67.3	67.2	70.6
m.	I apply knowledge from different subjects to create new ideas	64.0	64.7	67.2

<sup>^</sup> 10% - Seldom; 30% - Sometimes; 50% - Half of the time; 70% - Often; 90% - Very Often

**Table A3 SLES Results on Students' Motivation and Learning Competencies, 2016/17**

Summary	First Year (FY)	Year 2 & 3 (Yr2&3)	Graduating Students (GY)
Number of students invited to complete the SLES	2,194	6,241	3,936
Number of respondents	1,067	1,849	854
Response rate	48.6%	29.6%	21.7%

Learning Competencies		Average Frequency (%)^		
		FY	Yr2&3	GY
<b><u>Motivation</u></b>				
a.	I actively participated in class learning activities	61.6	62.2	63.0
b.	I read books and acquire resources that are not required by teachers	43.7	46.3	49.1
c.	I keep searching for information until I get a satisfactory answer to questions	66.5	68.6	70.6
d.	I take the initiative to improve myself	65.1	67.5	70.0
<b><u>Critical Thinking/Curiosity/Creativity</u></b>				
e.	I ask "how" and "why" questions when I learn	64.6	66.5	68.0
f.	I look for alternate/new solutions to the same problem	58.4	60.4	63.0
g.	I try new experiences to satisfy my curiosity	60.6	63.2	65.4
h.	I examine/study new topics in depth	55.8	58.1	61.5
i.	I have been encouraged to produce ideas that are inventive and original	59.0	60.2	62.7
<b><u>Integrated Academic Competence</u></b>				
j.	I apply my information analysis and searching skills	65.0	67.0	70.6
k.	I support my views with evidence I present to both my classmates and teachers	65.1	66.4	68.8
l.	I combine information and ideas to solve problems	66.6	68.0	70.7
m.	I apply knowledge from different subjects to create new ideas	63.3	65.5	67.9

^ 10% - Seldom; 30% - Sometimes; 50% - Half of the time; 70% - Often; 90% - Very Often

**Table A4 SLES Results on Students' Motivation and Learning Competencies, 2017/18**

Summary	First Year (FY)	Year 2 & 3 (Yr2&3)	Graduating Students (GY)
Number of students invited to complete the SLES	2,192	6,361	3,910
Number of respondents	922	1,807	845
Response rate	42.1%	28.4%	21.6%

Learning Competencies		Average Frequency (%)^		
		FY	Yr2&3	GY
<b>Motivation</b>				
a.	I actively participated in class learning activities	60.7	61.9	62.8
b.	I read books and acquire resources that are not required by teachers	43.7	45.7	48.5
c.	I keep searching for information until I get a satisfactory answer to questions	66.6	68.9	70.0
d.	I take the initiative to improve myself	65.0	66.9	69.0
<b>Critical Thinking/Curiosity/Creativity</b>				
e.	I ask "how" and "why" questions when I learn	65.0	66.6	68.0
f.	I look for alternate/new solutions to the same problem	57.8	59.7	62.0
g.	I try new experiences to satisfy my curiosity	60.3	61.9	64.8
h.	I examine/study new topics in depth	56.1	57.5	59.6
i.	I have been encouraged to produce ideas that are inventive and original	57.6	59.0	61.1
<b>Integrated Academic Competence</b>				
j.	I apply my information analysis and searching skills	64.1	66.5	69.7
k.	I support my views with evidence I present to both my classmates and teachers	64.4	65.7	68.9
l.	I combine information and ideas to solve problems	66.7	67.6	69.9
m.	I apply knowledge from different subjects to create new ideas	62.8	64.9	67.9

^ 10% - Seldom; 30% - Sometimes; 50% - Half of the time; 70% - Often; 90% - Very Often

**Domain 1: The quality of the student experience of teaching and learning****KPI 3 Achievement of Graduate Outcomes**

Survey results from the annual SLES indicate higher attainment of graduate outcomes for UG students in their final year of study, compared with students in their first, second, or third years (see **Tables A5 – A7**), serving as an indicator for the quality of CityU’s UG curriculum and students’ learning experience.

To better monitor the progress of students, CityU has started creating learning success analytics in 2017 to help faculty and academic line managers identify courses that create the highest impact on students, pinpoint areas where students may experience difficulties, and predict success criteria for student learning. This is envisaged to help the University to avoid student failure through better advising and the design of improved curricula.

**Table A5 SLES Results on Students’ Attainment of Graduate Outcomes, 2015/16**

Achievement of Graduate Outcomes		Extent of Achievement (%) <sup>^</sup>		
		FY	Yr2&3	GY
a.	Be able to use effective communication, language, numerical and IT skills in a variety of professional settings (GO 1)	60.5	62.1	65.3
b.	Be able to apply multi-disciplinary thinking skills to solve problems and create new ideas (GO 2)	61.5	62.5	65.5
c.	Be culturally aware to collaborate effectively in a broad range of teamwork situations (GO 3)	62.8	63.4	67.3
d.	Be able to generate a positive and flexible approach to lifelong learning and employability (GO 4)	61.6	62.3	65.9
e.	Be able to reflect on the ethical and social responsibilities required of professionals in a global society (GO 5)	61.4	63.1	67.2

<sup>^</sup> 10% - Seldom; 30% - Sometimes; 50% - Half of the time; 70% - Often; 90% - Very Often

**Table A6 SLES Results on Students' Attainment of Graduate Outcomes, 2016/17**

Achievement of Graduate Outcomes		Extent of Achievement (%) <sup>^</sup>		
		FY	Yr2&3	GY
a.	Be able to communicate effectively (GO 1)	62.0	64.7	71.1
b.	Be able to think critically (GO 2)	63.4	65.6	71.6
c.	Be able to discover and innovate (GO 3)	61.6	63.3	67.9
d.	Be able to learn continually (GO 4)	63.3	66.0	70.8
e.	Be able to act professionally (GO 5)	61.1	65.3	68.5

<sup>^</sup> 10% - Seldom; 30% - Sometimes; 50% - Half of the time; 70% - Often; 90% - Very Often

Note: A new set of Graduate Outcomes was introduced in 2016/17.

**Table A7 SLES Results on Students' Attainment of Graduate Outcomes, 2017/18**

Achievement of Graduate Outcomes		Extent of Achievement (%) <sup>^</sup>		
		FY	Yr2&3	GY
a.	Be able to communicate effectively (GO 1)	60.0	63.9	69.8
b.	Be able to think critically (GO 2)	62.1	65.2	69.5
c.	Be able to discover and innovate (GO 3)	60.8	63.0	66.4
d.	Be able to learn continually (GO 4)	63.4	65.4	69.1
e.	Be able to act professionally (GO 5)	61.1	64.8	67.4

<sup>^</sup> 10% - Seldom; 30% - Sometimes; 50% - Half of the time; 70% - Often; 90% - Very Often



## Domain 2: The quality of research performance and of research postgraduate experience

### **KPI 1 Number of High-Quality Research Output**

All AUs are required to report their number of high-quality academic output per full-time faculty annually. While definitions of A+ and A quality journal publications are discipline-specific, typically A+ journals are those within the top 15% of journals in their respective field (e.g. SSCI/SCI-indexed journals) while A journals within top 15%–30%. The numbers for both A+ and A journals per full-time faculty for 2017/18 have increased compared to those in 2015/16.

**Table A8 Number of A and A+ Quality Journal Publications per Full-Time Faculty**

Performance Indicators	2015/16	2016/17	2017/18
Number of A Quality Journal Publications per Full-Time Faculty	0.85	1.13	1.12
Number of A+ Quality Journal Publications per Full-Time Faculty	1.25	1.56	1.82

**Domain 2: The quality of research performance and of research postgraduate experience****KPI 2 Value of Competitive Extramural Research Grants**

The number of on-going competitive research projects and the amount of the competitive grants per full-time faculty are also on a rising trend as indicated in **Table A9**:

**Table A9 Number and Amount of Competitive Extramural Research Grants**

Performance Indicators	2015/16	2016/17	2017/18
Number of On-going Competitive Extramural Research Projects per Full-Time Faculty	1.39	1.56	1.67
Amount of On-going Competitive Extramural Research Grants per Full-Time Faculty	HK\$1.13m	HK\$1.26m	HK\$1.51m

## Domain 2: The quality of research performance and of research postgraduate experience

### **KPI 3 Citation Counts, Awards and Other Appropriate Impact Measures**

In 2018, ten CityU faculty members were selected for the list of Highly Cited Researchers by Clarivate Analytics, reflecting the high academic standard of our faculty and our excellent research performance.

Citation counts per full-time faculty have been introduced as one of the KPIs for AU-PBPR since 2016/17 (**Table A10**). The number of research awards per full-time faculty, including campus and external research awards, has also increased from 0.14 in 2015/16 to 0.20 in 2017/18.

**Table A10 Citation Counts and Awards per Full-Time Faculty**

Performance Indicators	2015/16	2016/17	2017/18
Total Citations per Full-Time Faculty	–	77.5	103.1
Field-Weighted Citation Impact	–	1.87	1.86
Number of Top-1%-Cited Publication per Full-Time Faculty	–	0.43	0.58
Number of Top-10%-Cited Publication per Full-Time Faculty	–	2.98	3.21
Number of Research Prizes and Awards per Full-Time Faculty	0.14	0.21	0.20

## Domain 2: The quality of research performance and of research postgraduate experience

### **KPI 4 Research Output of CityU Research Degree Graduates Including Citation**

The University commissioned Elsevier B.V. (Netherlands) to conduct a search and analysis of research outputs of our research students and graduates from SCOPUS database for the past ten years. The analysis is mainly based on three broad disciplines, namely “Social Science, Arts and Humanities”, “Science, Technology and Engineering”, and “Business, Management and Finance”.

Many of our research degree students have achieved publication in advance of the award of their research degree. According to our statistics for the period of 2007 to 2011, on average, **60%** of them had produced publications with publication records in SCOPUS, including journal articles, conference papers and other outputs. The average number of publications per CityU research graduate between 2007 and 2011 is **3.0**, including publications published up to graduation. Compared to the period of 2007 to 2011, the publications of research students published up to their graduation in the period of 2012 to 2016 is more impressive. **65%** of graduates had publications and the average number of publications per CityU research graduate between 2012 and 2016 is **3.7**. The average number of publications published within 3 years after graduation of a CityU research graduate between 2012 and 2016 is **4.7**.

As regards the journal publication and citation, the statistics show that the percentage of journal publications being cited in a publishing year, for the period of 2014 to 2016, is **86%** and the corresponding number of citations per paper for this period has achieved an average of **12.4**.

According to our statistics, of those research degree graduates between 2012 and 2016 who have produced publications within 3 years after graduation, **93%** of them have generated journal articles. **83%** of them have published journal articles which are being cited. The average number of citations per paper obtained by graduates within 5 years from its publication is maintained at **11.9**.

**Table A11 Total Number of Publications of CityU Research Degree Graduates (Including Publications Published Up to Graduation)**

Graduation Year	Discipline	Number of Graduates			Category of Publications				Publications per Graduate
		Total No. of Graduates	Who Have Produced Publications	Percentage of Graduates Produced Publications (%)	Total No. of Publications	Journal Publications	Conference Papers	All Other Outputs	
2007	Social Science, Arts and Humanities	20	2	10%	3	3	0	0	0.2
	Business, Management and Finance	27	7	26%	26	6	19	1	1.0
	Science, Technology and Engineering	174	126	72%	609	377	217	15	3.5
	<b>Subtotal</b>	<b>221</b>	<b>135</b>	<b>61%</b>	<b>638</b>	<b>386</b>	<b>236</b>	<b>16</b>	<b>2.9</b>
2008	Social Science, Arts and Humanities	27	3	11%	8	1	7	0	0.3
	Business, Management and Finance	28	8	29%	38	14	23	1	1.4
	Science, Technology and Engineering	145	101	70%	493	311	175	7	3.4
	<b>Subtotal</b>	<b>200</b>	<b>112</b>	<b>56%</b>	<b>539</b>	<b>326</b>	<b>205</b>	<b>8</b>	<b>2.7</b>
2009	Social Science, Arts and Humanities	23	3	13%	8	6	1	1	0.3
	Business, Management and Finance	24	7	29%	13	2	11	0	0.5
	Science, Technology and Engineering	155	108	70%	616	400	207	9	4.0
	<b>Subtotal</b>	<b>202</b>	<b>118</b>	<b>58%</b>	<b>637</b>	<b>408</b>	<b>219</b>	<b>10</b>	<b>3.2</b>
2010	Social Science, Arts and Humanities	28	7	25%	10	7	0	3	0.4
	Business, Management and Finance	46	25	54%	100	35	63	2	2.2
	Science, Technology and Engineering	154	107	69%	582	321	251	10	3.8
	<b>Subtotal</b>	<b>228</b>	<b>139</b>	<b>61%</b>	<b>692</b>	<b>363</b>	<b>314</b>	<b>15</b>	<b>3.0</b>
2011	Social Science, Arts and Humanities	25	7	28%	20	9	11	0	0.8
	Business, Management and Finance	28	14	50%	48	18	30	0	1.7
	Science, Technology and Engineering	133	99	74%	571	380	186	5	4.3
	<b>Subtotal</b>	<b>186</b>	<b>120</b>	<b>65%</b>	<b>639</b>	<b>407</b>	<b>227</b>	<b>5</b>	<b>3.4</b>
2007–2011	Social Science, Arts and Humanities	123	22	18%	49	26	19	4	0.4
	Business, Management and Finance	153	61	40%	225	75	146	4	1.5
	Science, Technology and Engineering	761	541	71%	2,871	1,789	1,036	46	3.8
	<b>Subtotal</b>	<b>1,037</b>	<b>624</b>	<b>60%</b>	<b>3,145</b>	<b>1,890</b>	<b>1,201</b>	<b>54</b>	<b>3.0</b>

Graduation Year	Discipline	Number of Graduates			Category of Publications				Publications per Graduate
		Total No. of Graduates	Who Have Produced Publications	Percentage of Graduates Produced Publications (%)	Total No. of Publications	Journal Publications	Conference Papers	All Other Outputs	
2012	Social Science, Arts and Humanities	20	8	40%	16	11	4	1	0.8
	Business, Management and Finance	16	8	50%	26	14	10	2	1.6
	Science, Technology and Engineering	130	92	71%	600	383	204	13	4.6
	<b>Subtotal</b>	<b>166</b>	<b>108</b>	<b>65%</b>	<b>642</b>	<b>408</b>	<b>218</b>	<b>16</b>	<b>3.9</b>
2013	Social Science, Arts and Humanities	35	16	46%	36	20	14	2	1.0
	Business, Management and Finance	31	19	61%	76	26	48	2	2.5
	Science, Technology and Engineering	150	127	85%	734	476	243	15	4.9
	<b>Subtotal</b>	<b>216</b>	<b>162</b>	<b>75%</b>	<b>846</b>	<b>522</b>	<b>305</b>	<b>19</b>	<b>3.9</b>
2014	Social Science, Arts and Humanities	51	19	37%	52	40	9	3	1.0
	Business, Management and Finance	42	26	62%	78	37	40	1	1.9
	Science, Technology and Engineering	179	117	65%	851	534	306	11	4.8
	<b>Subtotal</b>	<b>272</b>	<b>162</b>	<b>60%</b>	<b>981</b>	<b>611</b>	<b>355</b>	<b>15</b>	<b>3.6</b>
2015	Social Science, Arts and Humanities	46	21	46%	77	44	33	0	1.7
	Business, Management and Finance	55	27	49%	104	40	60	4	1.9
	Science, Technology and Engineering	172	127	74%	769	480	278	11	4.5
	<b>Subtotal</b>	<b>273</b>	<b>175</b>	<b>64%</b>	<b>950</b>	<b>564</b>	<b>371</b>	<b>15</b>	<b>3.5</b>
2016	Social Science, Arts and Humanities	53	24	45%	57	43	10	4	1.1
	Business, Management and Finance	39	17	44%	44	20	23	1	1.1
	Science, Technology and Engineering	155	118	76%	859	601	241	17	5.5
	<b>Subtotal</b>	<b>247</b>	<b>159</b>	<b>64%</b>	<b>960</b>	<b>664</b>	<b>274</b>	<b>22</b>	<b>3.9</b>
2012–2016	Social Science, Arts and Humanities	205	88	43%	238	158	70	10	1.2
	Business, Management and Finance	183	97	53%	328	137	181	10	1.8
	Science, Technology and Engineering	786	581	74%	3,813	2,474	1,272	67	4.9
	<b>Subtotal</b>	<b>1,174</b>	<b>766</b>	<b>65%</b>	<b>4,379</b>	<b>2,769</b>	<b>1,523</b>	<b>87</b>	<b>3.7</b>

Note: The data are provided by SCOPUS

**Table A12 Number of Journal Publications (by Discipline) Being Cited in a Publishing Year**

Publication Year	Discipline	Total No. of Journal Publications	No. of Journal Publications being Cited	Percentage of Journal Publications being Cited (%)	Total No. of Citations	Citations per Paper
2014	Social Science, Arts and Humanities	69	54	78%	323	4.7
	Business, Management and Finance	46	41	89%	494	10.7
	Science, Technology and Engineering	734	670	91%	11,789	16.1
	<b>Subtotal</b>	<b>849</b>	<b>765</b>	<b>90%</b>	<b>12,606</b>	<b>14.8</b>
2015	Social Science, Arts and Humanities	81	57	70%	565	7.0
	Business, Management and Finance	47	40	85%	493	10.5
	Science, Technology and Engineering	684	593	87%	7,684	11.2
	<b>Subtotal</b>	<b>812</b>	<b>690</b>	<b>85%</b>	<b>8,742</b>	<b>10.8</b>
2016	Social Science, Arts and Humanities	55	32	58%	273	5.0
	Business, Management and Finance	23	18	78%	266	11.6
	Science, Technology and Engineering	698	602	86%	8,252	11.8
	<b>Subtotal</b>	<b>776</b>	<b>652</b>	<b>84%</b>	<b>8,791</b>	<b>11.3</b>
2014–2016	Social Science, Arts and Humanities	205	143	70%	1,161	5.7
	Business, Management and Finance	116	99	85%	1,253	10.8
	Science, Technology and Engineering	2,116	1,865	88%	27,725	13.1
	<b>Subtotal</b>	<b>2,437</b>	<b>2,107</b>	<b>86%</b>	<b>30,139</b>	<b>12.4</b>

Note: The data are provided by SCOPUS.

**Table A13 Total Number of Publications of CityU Research Degree Graduates (Including Publications Published Within 3 Years after Graduation)**

Graduation Year	Discipline	Number of Graduates			Category of Publications				Publications per Graduate
		Total No. of Graduates	Who Have Produced Publications	Percentage of Graduates Produced Publications (%)	Total No. of Publications	Journal Publications	Conference Papers	All Other Outputs	
2007	Social Science, Arts and Humanities	20	5	25%	12	12	0	0	0.6
	Business, Management and Finance	27	8	30%	45	17	27	1	1.7
	Science, Technology and Engineering	174	142	82%	946	612	309	25	5.4
	<b>Subtotal</b>	<b>221</b>	<b>155</b>	<b>70%</b>	<b>1,003</b>	<b>641</b>	<b>336</b>	<b>26</b>	<b>4.5</b>
2008	Social Science, Arts and Humanities	27	4	15%	15	4	11	0	0.6
	Business, Management and Finance	28	11	39%	75	31	43	1	2.7
	Science, Technology and Engineering	145	107	74%	767	525	231	11	5.3
	<b>Subtotal</b>	<b>200</b>	<b>122</b>	<b>61%</b>	<b>857</b>	<b>560</b>	<b>285</b>	<b>12</b>	<b>4.3</b>
2009	Social Science, Arts and Humanities	23	4	17%	11	7	3	1	0.5
	Business, Management and Finance	24	10	42%	49	24	25	0	2.0
	Science, Technology and Engineering	155	119	77%	918	623	281	14	5.9
	<b>Subtotal</b>	<b>202</b>	<b>133</b>	<b>66%</b>	<b>978</b>	<b>654</b>	<b>309</b>	<b>15</b>	<b>4.8</b>
2010	Social Science, Arts and Humanities	28	8	29%	20	17	0	3	0.7
	Business, Management and Finance	46	28	61%	150	66	82	2	3.3
	Science, Technology and Engineering	154	112	73%	901	544	338	19	5.9
	<b>Subtotal</b>	<b>228</b>	<b>148</b>	<b>65%</b>	<b>1,071</b>	<b>627</b>	<b>420</b>	<b>24</b>	<b>4.7</b>
2011	Social Science, Arts and Humanities	25	7	28%	23	12	11	0	0.9
	Business, Management and Finance	28	17	61%	66	31	35	0	2.4
	Science, Technology and Engineering	133	104	78%	806	581	214	11	6.1
	<b>Subtotal</b>	<b>186</b>	<b>128</b>	<b>69%</b>	<b>895</b>	<b>624</b>	<b>260</b>	<b>11</b>	<b>4.8</b>
2007–2011	Social Science, Arts and Humanities	123	28	23%	81	52	25	4	0.7
	Business, Management and Finance	153	74	48%	385	169	212	4	2.5
	Science, Technology and Engineering	761	584	77%	4,338	2,885	1,373	80	5.7
	<b>Subtotal</b>	<b>1,037</b>	<b>686</b>	<b>66%</b>	<b>4,804</b>	<b>3,106</b>	<b>1,610</b>	<b>88</b>	<b>4.6</b>



Graduation Year	Discipline	Number of Graduates			Category of Publications				Publications per Graduate
		Total No. of Graduates	Who Have Produced Publications	Percentage of Graduates Produced Publications (%)	Total No. of Publications	Journal Publications	Conference Papers	All Other Outputs	
2012	Social Science, Arts and Humanities	20	8	40%	21	17	4	0	1.1
	Business, Management and Finance	16	9	56%	36	21	12	3	2.3
	Science, Technology and Engineering	130	99	76%	791	547	227	17	6.1
	<b>Subtotal</b>	<b>166</b>	<b>116</b>	<b>70%</b>	<b>848</b>	<b>585</b>	<b>243</b>	<b>20</b>	<b>5.1</b>
2013	Social Science, Arts and Humanities	35	17	49%	45	30	14	1	1.3
	Business, Management and Finance	31	19	61%	82	32	48	2	2.6
	Science, Technology and Engineering	150	129	86%	881	623	244	14	5.9
	<b>Subtotal</b>	<b>216</b>	<b>165</b>	<b>76%</b>	<b>1,008</b>	<b>685</b>	<b>306</b>	<b>17</b>	<b>4.7</b>
2014	Social Science, Arts and Humanities	51	23	45%	86	69	13	4	1.7
	Business, Management and Finance	42	27	64%	95	46	45	4	2.3
	Science, Technology and Engineering	179	128	72%	1,111	734	352	25	6.2
	<b>Subtotal</b>	<b>272</b>	<b>178</b>	<b>65%</b>	<b>1,292</b>	<b>849</b>	<b>410</b>	<b>33</b>	<b>4.8</b>
2015	Social Science, Arts and Humanities	46	22	48%	134	81	47	6	2.9
	Business, Management and Finance	55	29	53%	116	47	64	5	2.1
	Science, Technology and Engineering	172	130	76%	1,015	684	301	30	5.9
	<b>Subtotal</b>	<b>273</b>	<b>181</b>	<b>66%</b>	<b>1,265</b>	<b>812</b>	<b>412</b>	<b>41</b>	<b>4.6</b>
2016	Social Science, Arts and Humanities	53	26	49%	73	55	12	6	1.4
	Business, Management and Finance	39	17	44%	48	23	23	2	1.2
	Science, Technology and Engineering	155	121	78%	998	698	268	32	6.4
	<b>Subtotal</b>	<b>247</b>	<b>164</b>	<b>66%</b>	<b>1,119</b>	<b>776</b>	<b>303</b>	<b>40</b>	<b>4.5</b>
2012-2016	Social Science, Arts and Humanities	205	96	47%	359	252	90	17	1.8
	Business, Management and Finance	183	101	55%	377	169	192	16	2.1
	Science, Technology and Engineering	786	607	77%	4,796	3,286	1,392	118	6.1
	<b>Subtotal</b>	<b>1,174</b>	<b>804</b>	<b>68%</b>	<b>5,532</b>	<b>3,707</b>	<b>1,674</b>	<b>151</b>	<b>4.7</b>

Note: The data are provided by SCOPUS.

**Table A14 Number of CityU Research Degree Graduates Having Journal Publications Cited Within 5 Years of Their Publication**

Graduation Year	Discipline	Number of Graduates						Number of Journal Publications		Citations	
		Total No. of Graduates	Who Have Produced Publications	Who Have Produced Journal Publications	No. of Graduates Having Journal Publications Being Cited	Percentage of Graduates Having Journal Publications (%)	Percentage of Graduates Having Journal Publications Being Cited (%)	Total No. of Journal Publications	No. of Journal Publications Being Cited	Total No. of Citations	Citations per Paper
2007	Social Science, Arts and Humanities	20	5	5	3	100%	60%	12	9	69	5.8
	Business, Management and Finance	27	8	7	6	88%	75%	17	15	214	12.6
	Science, Technology and Engineering	174	142	123	119	87%	84%	612	562	7,532	12.3
	<b>Subtotal</b>	<b>221</b>	<b>155</b>	<b>135</b>	<b>128</b>	<b>87%</b>	<b>83%</b>	<b>641</b>	<b>586</b>	<b>7,815</b>	<b>12.2</b>
2008	Social Science, Arts and Humanities	27	4	2	2	50%	50%	4	4	10	2.5
	Business, Management and Finance	28	11	10	10	91%	91%	31	31	503	16.2
	Science, Technology and Engineering	145	107	95	92	89%	86%	525	477	7,461	14.2
	<b>Subtotal</b>	<b>200</b>	<b>122</b>	<b>107</b>	<b>104</b>	<b>88%</b>	<b>85%</b>	<b>560</b>	<b>512</b>	<b>7,974</b>	<b>14.2</b>
2009	Social Science, Arts and Humanities	23	4	3	3	75%	75%	7	7	28	4.0
	Business, Management and Finance	24	10	7	6	70%	60%	24	18	113	4.7
	Science, Technology and Engineering	155	119	112	109	94%	92%	623	573	8,480	13.6
	<b>Subtotal</b>	<b>202</b>	<b>133</b>	<b>122</b>	<b>118</b>	<b>92%</b>	<b>89%</b>	<b>654</b>	<b>598</b>	<b>8,621</b>	<b>13.2</b>
2010	Social Science, Arts and Humanities	28	8	8	6	100%	75%	17	8	34	2.0
	Business, Management and Finance	46	28	22	22	79%	79%	66	54	515	7.8
	Science, Technology and Engineering	154	112	102	98	91%	88%	544	461	6,801	12.5
	<b>Subtotal</b>	<b>228</b>	<b>148</b>	<b>132</b>	<b>126</b>	<b>89%</b>	<b>85%</b>	<b>627</b>	<b>523</b>	<b>7,350</b>	<b>11.7</b>

## CityU Domain 2 - KPI 4

Graduation Year	Discipline	Number of Graduates						Number of Journal Publications		Citations	
		Total No. of Graduates	Who Have Produced Publications	Who Have Produced Journal Publications	No. of Graduates Having Journal Publications Being Cited	Percentage of Graduates Having Journal Publications (%)	Percentage of Graduates Having Journal Publications Being Cited (%)	Total No. of Journal Publications	No. of Journal Publications Being Cited	Total No. of Citations	Citations per Paper
2011	Social Science, Arts and Humanities	25	7	5	2	71%	29%	12	4	29	2.4
	Business, Management and Finance	28	17	15	11	88%	65%	31	22	147	4.7
	Science, Technology and Engineering	133	104	95	92	91%	88%	581	487	4,938	8.5
	<b>Subtotal</b>	<b>186</b>	<b>128</b>	<b>115</b>	<b>105</b>	<b>90%</b>	<b>82%</b>	<b>624</b>	<b>513</b>	<b>5,114</b>	<b>8.2</b>
2007–2011	Social Science, Arts and Humanities	123	28	23	16	82%	57%	52	32	170	3.3
	Business, Management and Finance	153	74	61	55	82%	74%	169	140	1,492	8.8
	Science, Technology and Engineering	761	584	527	510	90%	87%	2,885	2,560	35,212	12.2
	<b>Subtotal</b>	<b>1,037</b>	<b>686</b>	<b>611</b>	<b>581</b>	<b>89%</b>	<b>85%</b>	<b>3,106</b>	<b>2,732</b>	<b>36,874</b>	<b>11.9</b>
2012	Social Science, Arts and Humanities	20	8	7	5	88%	63%	17	12	43	2.5
	Business, Management and Finance	16	9	9	8	100%	89%	21	13	125	6.0
	Science, Technology and Engineering	130	99	98	85	99%	86%	547	476	8,567	15.7
	<b>Subtotal</b>	<b>166</b>	<b>116</b>	<b>114</b>	<b>98</b>	<b>98%</b>	<b>84%</b>	<b>585</b>	<b>501</b>	<b>8,735</b>	<b>14.9</b>
2013	Social Science, Arts and Humanities	35	17	15	8	88%	47%	30	22	117	3.9
	Business, Management and Finance	31	19	15	12	79%	63%	32	30	300	9.4
	Science, Technology and Engineering	150	129	125	108	97%	84%	623	522	6,637	10.7
	<b>Subtotal</b>	<b>216</b>	<b>165</b>	<b>155</b>	<b>128</b>	<b>94%</b>	<b>78%</b>	<b>685</b>	<b>574</b>	<b>7,054</b>	<b>10.3</b>
2014	Social Science, Arts and Humanities	51	23	21	19	91%	83%	69	54	287	4.2
	Business, Management and Finance	42	27	23	21	85%	78%	46	41	467	10.2
	Science, Technology and Engineering	179	128	120	118	94%	92%	734	667	10,684	14.6
	<b>Subtotal</b>	<b>272</b>	<b>178</b>	<b>164</b>	<b>158</b>	<b>92%</b>	<b>89%</b>	<b>849</b>	<b>762</b>	<b>11,438</b>	<b>13.5</b>

Graduation Year	Discipline	Number of Graduates						Number of Journal Publications		Citations	
		Total No. of Graduates	Who Have Produced Publications	Who Have Produced Journal Publications	No. of Graduates Having Journal Publications Being Cited	Percentage of Graduates Having Journal Publications (%)	Percentage of Graduates Having Journal Publications Being Cited (%)	Total No. of Journal Publications	No. of Journal Publications Being Cited	Total No. of Citations	Citations per Paper
2015	Social Science, Arts and Humanities	46	22	18	14	82%	64%	81	57	559	6.9
	Business, Management and Finance	55	29	23	19	79%	66%	47	40	393	8.4
	Science, Technology and Engineering	172	130	127	119	98%	92%	684	593	7,442	10.9
	<b>Subtotal</b>	<b>273</b>	<b>181</b>	<b>168</b>	<b>152</b>	<b>93%</b>	<b>84%</b>	<b>812</b>	<b>690</b>	<b>8,394</b>	<b>10.3</b>
2016	Social Science, Arts and Humanities	53	26	19	9	73%	35%	55	32	273	5.0
	Business, Management and Finance	39	17	11	9	65%	53%	23	18	223	9.7
	Science, Technology and Engineering	155	121	116	112	96%	93%	698	602	8,060	11.5
	<b>Subtotal</b>	<b>247</b>	<b>164</b>	<b>146</b>	<b>130</b>	<b>89%</b>	<b>79%</b>	<b>776</b>	<b>652</b>	<b>8,556</b>	<b>11.0</b>
2012–2016	Social Science, Arts and Humanities	205	96	80	55	83%	57%	252	177	1,279	5.1
	Business, Management and Finance	183	101	81	69	80%	68%	169	142	1,508	8.9
	Science, Technology and Engineering	786	607	586	542	97%	89%	3,286	2,860	41,390	12.6
	<b>Subtotal</b>	<b>1,174</b>	<b>804</b>	<b>747</b>	<b>666</b>	<b>93%</b>	<b>83%</b>	<b>3,707</b>	<b>3,179</b>	<b>44,177</b>	<b>11.9</b>

## Remarks:

- (1) The data are provided by SCOPUS.
- (2) “No. of graduates having journal publications being cited” and “Percentage of graduates having journal publications being cited” are counted when paper has been cited within 5 years from its publication.
- (3) Number of journal publications includes journal publications produced by the students throughout his/her studies (from commencement up to 3 years after graduation).
- (4) “Citation” is the citation obtained by graduates within 5 years from its publication.
- (5) The subtotal may not match to the sum of each discipline within that graduation year when publications belong to more than one discipline. The publication is counted each time for a discipline but will not be counted twice in the subtotal.

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

**KPI 1 Activity Level per Staff in Knowledge Transfer Activities (e.g. contract research per Full-Time (FT) faculty, consultancy income per FT faculty, patents per FT faculty, etc.)**

Our activity level in knowledge transfer, in terms of the number of patents granted, number of collaborative research projects, and number of contract research projects per full-time faculty, has risen from 2015/16 to 2017/18.

**Table A15 Activity Level per Staff in Knowledge Transfer Activities**

Performance Indicators	2015/16	2016/17	2017/18
Number of Patents Filed per Full-Time Faculty	0.11	0.16	0.14
Number of Patents Granted per Full-Time Faculty	0.05	0.07	0.10
Number of Collaborative Research Projects per Full-Time Faculty	0.05	0.06	0.06
Number of Contract Research Projects per Full-Time Faculty	0.19	0.21	0.34

**KPI 2 Number of Companies, NGOs and Government Organisations with which CityU Staff Partner**

CityU faculty have forged closer links with industry, NGOs, and government organisations, as evidenced by the number of partnership formed (**Table A16**). Various knowledge transfer activities are conducted, among which include collaborative research, consultancy, executive training, and community engagement.

**Table A16 Number of Organisations with Which CityU Staff Partner**

Performance Indicator	2015/16	2016/17	2017/18
Number of Companies, NGOs, and Government Organisations with which CityU Staff Partner	1,567	1,868	1,552

**Domain 3: Knowledge transfer and wider engagement****KPI 3 Number of Issued US Patents in the Previous Calendar Year**

CityU's strengthened intellectual property management process has also produced tangible results. In the calendar years of 2016 and 2017, CityU received the highest number of US patents in Hong Kong.

**Table A17** Number of Issued US Patents

Performance Indicator	2015	2016	2017
Number of Issued US Patents in the Previous Calendar Year	33	45	44

**KPI 4 Invention Commercialisation Rate**

The University has in place a well-established administrative framework and policy protecting the intellectual property generated from research activities. After a stringent vetting process, inventions of high commercialisation value are pursued for patent filing. In 2017/18, we achieved an invention commercialisation rate of 20.1%.

**Table A18** Invention Commercialisation Rate

Performance Indicator	2016/17	2017/18
Invention Commercialisation Rate (including non-patentable knowhow, software)	20.1%	20.1%

**Domain 4: Enhanced internationalisation****KPI 1 Number and Percentage of Full-Time International Academic Staff, and Diversity of Academic Staff by Country**

The percentage of full-time international academic staff at CityU ranges from 63.8% in 2016/17 to 64.8% in 2018/19 (**Table A19**). As shown in **Table A20**, our faculty come from diverse backgrounds. While the majority of these international faculty are from mainland China, the United States, and the United Kingdom, we have recruited staff from as far as South Africa, Uzbekistan, Finland, Mexico, and Uruguay, contributing to the diversity of our already multi-cultural campus.

**Table A19 Number and Percentage of Full-Time International Staff**

Performance Indicators	2016/17	2017/18	2018/19
Total Number of Full-Time Academic Staff	853	847	886
Number of Full-Time International Academic Staff	544	544	574
Percentage of Full-Time International Academic Staff	63.8%	64.2%	64.8%

**Table A20 Diversity of Full-Time International Academic Staff (Excluding Staff on Visiting Appointment)**

	Academic Year		
	2016/17	2017/18	2018/19
Total No. of FT Academic Staff	853	847	886
FT International Academic Staff			
<b>Number</b>	<b>544</b>	<b>544</b>	<b>574</b>
<b>Percentage</b>	<b>63.8%</b>	<b>64.2%</b>	<b>64.8%</b>
<b>Mainland China / Taiwan / Macao</b>	<b>217</b>	<b>224</b>	<b>249</b>
<b>Oceania / UK / US / Canada</b>	<b>207</b>	<b>204</b>	<b>193</b>
<b>Other Asian Countries</b>	<b>74</b>	<b>74</b>	<b>83</b>
India	10	10	11
Indonesia	1	1	1
Israel	1	1	1
Japan	4	5	5
Malaysia	13	14	14
Nepal	1	0	1
Singapore	16	12	17
South Korea	25	26	29
Thailand	2	3	2
Uzbekistan	1	1	1
Vietnam	0	1	1
<b>Other European Countries</b>	<b>43</b>	<b>39</b>	<b>46</b>
Austria	1	0	0
Bulgaria	1	0	0
Finland	1	1	1
France	7	8	10
Germany	12	12	9
Greece	0	1	3
Hungary	1	2	3
Ireland	0	1	2
Italy	5	3	4
Netherlands	1	2	2



	Academic Year		
	2016/17	2017/18	2018/19
Poland	0	0	1
Portugal	1	1	1
Romania	1	0	0
Russia	1	0	0
Serbia	1	1	1
Spain	5	3	3
Sweden	1	2	3
Switzerland	2	1	2
Turkey	2	1	1
<b>Other Regions</b>	<b>3</b>	<b>3</b>	<b>3</b>
Mexico	1	1	1
South Africa	1	1	1
Uruguay	1	1	1

**Domain 4: Enhanced internationalisation****KPI 2 Number and Percentage of Non-Local Students, and Diversity of Non-Local Students by Country**

As presented in **Table A21**, the percentage of non-local students at CityU, including those enrolled in the UGC-funded and non-UGC-funded programmes, has increased from 24.0% in 2016/17 to 30.6% in 2018/19. The diversity of non-local students by country is given in **Table A22**, which shows that we have maintained a rather diversified campus by recruiting students from countries such as Argentina, Armenia, Benin, Bhutan, Brazil, Colombia, Democratic Republic of the Congo, Croatia, Ecuador, Egypt, Ethiopia, Iceland, Iran, Kazakhstan, Kenya, Luxembourg, Peru, Rwanda, Seychelles, and Uganda.

**Table A21** Number and Percentage of Non-Local Students by Level and Funding Source (2016/17 to 2018/19)

	Number and Percentage of Non-Local Students					
	UGC-Funded		Non-UGC-Funded		Total	
	No.	%	No.	%	No.	%
<b>2016/17</b>	<b>2,258</b>	<b>15.6%</b>	<b>2,496</b>	<b>46.8%</b>	<b>4,754</b>	<b>24.0%</b>
Associate Degrees	0	0.0%	–	–	0	0.0%
Undergraduate Degrees	1,302	10.5%	0	0.0%	1,302	10.3%
Taught Postgraduate Degrees	0	0.0%	2,198	46.8%	2,198	46.1%
Research Postgraduate Degrees	956	90.9%	298	65.9%	1,254	83.4%
<b>2017/18</b>	<b>2,410</b>	<b>16.6%</b>	<b>2,813</b>	<b>50.6%</b>	<b>5,223</b>	<b>26.0%</b>
Associate Degrees	0	0.0%	–	–	0	0.0%
Undergraduate Degrees	1,337	10.7%	2	1.0%	1,339	10.5%
Taught Postgraduate Degrees	0	0.0%	2,449	50.4%	2,449	49.8%
Research Postgraduate Degrees	1,073	90.7%	362	72.8%	1,435	85.4%
<b>2018/19</b>	<b>2,815</b>	<b>19.0%</b>	<b>3,606</b>	<b>59.1%</b>	<b>6,421</b>	<b>30.6%</b>
Associate Degrees	0	0.0%	–	–	0	0.0%
Undergraduate Degrees	1,549	12.1%	8	5.5%	1,557	12.1%
Taught Postgraduate Degrees	0	0.0%	3,168	58.4%	3,168	58.4%
Research Postgraduate Degrees	1,266	92.9%	430	80.7%	1,696	89.6%

Note: Figures for taught postgraduate degrees also cover professional doctorate programmes.

**Table A22 Diversity of Non-Local Students by Academic Year**

Nationality	Academic Year		
	2016/17	2017/18	2018/19
<b>Mainland China / Taiwan / Macao</b>	<b>4,045</b>	<b>4,480</b>	<b>5,497</b>
<b>Oceania / UK / US / Canada</b>	<b>56</b>	<b>51</b>	<b>48</b>
<b>Other Asian Countries</b>	<b>501</b>	<b>534</b>	<b>682</b>
Armenia*	1	0	1
Bangladesh*	13	20	24
Bhutan*	1	1	1
Cambodia*	1	1	1
Georgia*	1	0	0
India*	102	111	134
Indonesia*	77	75	77
Iran*	8	10	7
Iraq*	0	1	0
Japan	2	5	5
Jordan*	1	1	2
Kazakhstan*	1	2	11
Kyrgyzstan*	0	0	6
Malaysia*	45	49	56
Myanmar*	4	5	5
Nepal*	0	1	2
Pakistan*	45	48	75
Palestine*	2	1	2
Philippines*	8	11	10
Singapore*	15	6	8
South Korea*	157	165	214
Sri Lanka*	3	4	4
Syria*	1	1	1
Thailand*	7	8	23
Vietnam*	6	8	12
Yemen *	0	0	1
<b>Other European Countries</b>	<b>93</b>	<b>80</b>	<b>96</b>
Austria*	1	2	2
Belgium	3	1	2
Bosnia and Herzegovina*	1	0	0
Croatia*	2	3	5
Czech Republic*	3	2	3
Finland	2	1	1
France	26	16	24
Germany	10	9	8
Greece*	1	1	0

Nationality	Academic Year		
	2016/17	2017/18	2018/19
Hungary*	1	1	1
Iceland	1	1	1
Ireland	1	1	1
Italy*	8	11	9
Latvia*	1	0	0
Luxembourg	0	0	1
Malta*	0	1	1
Netherlands	3	1	3
Norway	2	1	1
Poland*	0	3	3
Portugal*	3	1	0
Romania*	2	0	0
Russia*	12	10	8
Serbia*	0	1	8
Slovakia*	3	4	4
Spain	1	1	1
Sweden	1	1	3
Switzerland	1	0	1
Turkey*	3	5	4
Ukraine*	1	2	1
<b>Central &amp; South America</b>	<b>12</b>	<b>11</b>	<b>14</b>
Argentina	0	0	1
Brazil	1	1	2
Chile*	1	1	2
Colombia	2	2	2
Ecuador*	1	1	1
Mexico	6	6	5
Peru	0	0	1
Venezuela*	1	0	0
<b>Africa</b>	<b>47</b>	<b>67</b>	<b>84</b>
Benin	0	0	1
Democratic Republic of the Congo	0	0	1
Egypt*	5	7	9
Ethiopia*	3	6	8
Ghana*	13	12	11
Kenya*	0	1	1
Mauritius	1	2	2
Nigeria*	17	26	30
Rwanda*	0	1	1
Seychelles*	0	0	1

Nationality	Academic Year		
	2016/17	2017/18	2018/19
South Africa*	6	8	15
Uganda*	1	2	2
Zambia*	1	2	2
<b>Total</b>	<b>4,754</b>	<b>5,223</b>	<b>6,421</b>

\* Belt and Road countries

Note: [https://eng.yidaiyilu.gov.cn/info/iList.jsp?site\\_id=CMSydylyw&cat\\_id=10076&cur\\_page=1](https://eng.yidaiyilu.gov.cn/info/iList.jsp?site_id=CMSydylyw&cat_id=10076&cur_page=1)

**Domain 4: Enhanced internationalisation****KPI 3 Number of Active Exchange Agreements Signed with Partner Non-Local Institutions**

The number of student exchange partners has increased from 380 in 2016 to 409 in 2018 (**Table A23**). To ensure the quality of our exchange programmes, CityU has discontinued bilateral student exchange arrangements with more than 30 partners since July 2015 in view of issues such as lack of courses delivered in English and insufficient student services provided to CityU students. Since 2015, CityU has signed exchange agreements with more than 60 new partner institutions from Australia, Canada, UK, US, and other European countries.

**Table A23** Number of Active Exchange Agreements and Partners (as at 30 November 2018)

Performance Indicators	2016	2017	2018
Number of signed active exchange agreements	510	548	546
Number of student exchange partners	380	407	409
Number of countries in which there are student exchange partners	45	45	45

The numbers of active exchange agreements and partners by region are given in **Table A24**.

**Table A24 Number of Active Exchange Agreements and Partners by Region (as at 30 November 2018)**

Performance Indicators by Region	2016	2017	2018
<b>Number of Signed Active Exchange Agreements</b>	<b>510</b>	<b>548</b>	<b>546</b>
Mainland China	82	87	90
Asia	99	117	114
Oceania	24	24	23
Europe	212	223	222
North America	89	93	92
Central & South America	3	3	4
Africa	1	1	1
<b>Number of Student Exchange Partners</b>	<b>380</b>	<b>407</b>	<b>409</b>
Mainland China	45	46	47
Asia	69	78	79
Oceania	22	22	22
Europe	161	176	175
North America	79	81	81
Central & South America	3	3	4
Africa	1	1	1
<b>Number of Countries in Which There are Student Exchange Partners</b>	<b>45</b>	<b>45</b>	<b>45</b>
Mainland China	1	1	1
Asia	11	11	11
Oceania	2	2	2
Europe	26	26	25
North America	2	2	2
Central & South America	2	2	3
Africa	1	1	1

**Domain 4: Enhanced internationalisation****KPI 4 Number and Percentage of Graduates with International Experience**

The number and percentage of UGC-funded UG graduates with international experience have increased from 1,849 and 49.7% in 2015/16 to 1,909 and 53.9% in 2017/18 respectively. The overseas activities that are counted in the statistics all last for one or a few months, providing multicultural exposure for our students. CityU will continue to broaden our global learning experience schemes beyond overseas exchange by providing students with an even richer menu of language immersion, cultural immersion, service learning, and internship programmes to suit their learning schedule and needs.

**Table A25 Number and Percentage of Graduates with International Experience**

Performance Indicators	2015/16	2016/17	2017/18
Total Number of Graduates	3,724	3,568	3,540
Number of Graduates with International Experience	1,849	1,749	1,909
Percentage of Graduates with International Experience	49.7%	49.0%	53.9%



**Domain 5: Financial health and institutional sustainability**

**KPI 1 3-Year Average of Annual Operating Surplus as a Percentage of Overall Turnover**

The 3-year average of annual operating surplus as a percentage of overall turnover is 3%.

**Table A26**

Performance Indicator	
3-Year Average of Annual Operating Surplus as a Percentage of Overall Turnover	3%

**KPI 2 5-Year Annual Return Achieved on Institutional Investments**

The 5-year annual return achieved on institutional investments is 5%.

**Table A27**

Performance Indicator	
5-Year Annual Return Achieved on Institutional Investments	5%