

University Accountability Agreement (UAA) for 2022-25 Triennium
Institution-specific Key Performance Indicators (KPIs) (as at December 2023)
The University of Hong Kong (HKU)

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Domain 1: Quality of student experience of teaching and learning**KPI 1 - UG Student Feedback on Teaching and Learning (SFTL) scores for course and teacher effectiveness broken down by Common Core Courses and non-Common Core Courses****Objective**

- To demonstrate the course and teacher effectiveness of the UG curriculum.
- To supplement the sector-wide performance measures with an indicator of student feedback on courses and teachers.

Methodology

- Data source: HKU's Student Feedback on Teaching and Learning (SFTL) Questionnaires
- Mean scores (max. 100) of students' ratings from the SFTL conducted on all students of UGC-funded full-time undergraduate (UG) programmes. High scores suggest better performance.

Table 1.1 SFTL scores for course and teacher effectiveness

Type of Course	2019/20	2020/21	2021/22	2022/23
	Course Effectiveness			
Common Core Courses	73.5	75.4	75.1	79.1
Non-Common Core Courses	75.3	77.6	78.5	80.5
	Teacher Effectiveness			
Common Core Courses	75.2	76.8	75.9	78.5
Non-Common Core Courses	78.9	79.2	80.1	79.2

Summary

HKU has performed well in the undergraduate students' feedback on teaching and learning, with the course effectiveness scores increased from 73.5 to 79.1 (for common core) and from 75.3 to 80.5 (for non-common core) and with the teacher effectiveness scores increased from 75.2 to 78.5 (for common core) and from 78.9 to 79.2 (for non-common core) over the past four years (2019/20 to 2022/23).

Domain 1: Quality of student experience of teaching and learning**KPI 2 - Percentage of academic staff with professional teaching accreditation (using UK Professional Standards Framework (PSF))****Objective**

- To demonstrate teachers' professional contribution to teaching and learning.
- To supplement the sector-wide performance measures with an indicator of teaching quality in the form of fellowship of the Higher Education Academy.

Methodology

- Data source: HKU data
- The KPI is expressed as a percentage of professoriate staff[#] who attained the professional teaching accreditation (using UK PSF) with qualification at Principal Fellow, National Teaching Fellow, Senior Fellow, Fellow and Associate Fellow levels. High percentages suggest better performance.

Table 1.2 Academic staff with professional teaching accreditation (using UK PSF)

	2020/21	2021/22	2022/23	2023/24
Number	52	52	54	59
Percentage	4.7%	4.7%	4.9%	5.0%

Summary

With the ongoing efforts in the promotion of teaching excellence, the percentage of HKU's professoriate staff with professional teaching accreditation using UK Professional Standards Framework has showed a steady upward trend from 4.7% in 2020/21 to 5% in 2023/24.

Note: Professoriate staff refer to academic staff of the University of the staff grades of Professor, Associate Professor and Assistant Professor. This definition applies to other Institution-specific Key Performance Indicators that are related to professoriate staff.

Domain 1: Quality of student experience of teaching and learning**KPI 3 - UG employment data (six months post-graduation)**Objective

- To demonstrate the employability of UG graduates.
- To supplement the sector-wide performance measures with an indicator of students' success in securing first job offers in 6 months after graduation.

Methodology

- Data source: HKU's Graduate Employment Survey (GES)
- The KPI is expressed as a percentage of graduates of UGC-funded full-time undergraduate programmes with first job offers in 6 months after graduation. High percentages suggest better performance.

Table 1.3 UG graduates with first job offers (6 months post-graduation)

	2020	2021	2022	2023
Percentage	95.3%	96.6%	97.1%	97.3%

Summary

The percentage of HKU undergraduate students with first job offers in six months after graduation has increased from 95.3% in 2020 to 97.3% in 2023, indicating that HKU students are highly employable.

Domain 2: Research performance and research postgraduate experience**KPI 1 - Competitive (private and public, local and international) grant incomes**Objective

- To demonstrate the success in securing competitive research grants, which is crucial to the development of world-class research.
- To supplement the sector-wide performance measures with an indicator of competitive research income.

Methodology

- Data source: HKU data
- The KPI is expressed as the value of total competitive grant incomes, which refer to the cumulative non-block grant funded research grants income and cover the value received of on-going, completed in the year, suspended & discontinued projects, as well as the value received in the starting year of the new projects. Capitals for research endowment and endowed professorship funds are excluded. High values suggest better performance.

Table 2.1 Total competitive grant incomes

	2019/20	2020/21	2021/22	2022/23
Value	HK\$ 7,181.2M	HK\$ 8,491.9M	HK\$ 9,418.0M	HK\$ 10,442.0M

Summary

The total value of HKU's ongoing competitive grants increased significantly by 45% over the past four years to \$10,442M in 2022/23, indicating HKU's research excellence.

Domain 2: Research performance and research postgraduate experience**KPI 2 - Per research capita publication citations**Objective

- To demonstrate the quality and impact of research outputs.
- To supplement the sector-wide performance measures with an indicator of research quality and impact.

Methodology

- Data source: Web of Science
- The KPI is expressed as the number of citations per paper of professoriate staff. High numbers suggest better performance.

Table 2.2 Citations per paper of professoriate staff

	2020	2021	2022	2023
Number	35.2	37.2	39.4	44.2

Summary

HKU's quality research has continued to impact the global academia with a notable increase in the number of citations per paper of professoriate staff by 25.6% from 35.2 in 2020 to 44.2 in 2023.

Domain 2: Research performance and research postgraduate experience

KPI 3 - Percentage of Research Postgraduate students with industry and international experiences (covering industry internship, research exchange, academic visits, laboratory attachment, research training, professional workshops etc.)

Objective

- To demonstrate the quality learning experience and professional development of research postgraduate (RPG) students.
- To supplement the sector-wide performance measures with an indicator of the industry and international exposure of RPG students.

Methodology

- Data source: HKU data
- The KPI is expressed as a percentage of RPG students at completion with industry and international experiences gained at any point during their studies at the University. RPG students at completion refer to graduating RPGs in the year under reference. High percentages suggest better performance.

Table 2.3 RPG students at completion with industry and international experiences

	2019/20	2020/21	2021/22	2022/23
Number	439	456	415	462
Percentage	85.2%	75.7%	70.0%	69.7%

Summary

For broadening research students' horizons, an average of 75% of HKU's research postgraduate students at completion in the recent four years (2019/20 to 2022/23) have undertaken industry and international experiences, despite influenced by the COVID-19 pandemic.

Domain 2: Research performance and research postgraduate experience**KPI 4 - Per capita international (high-impact) research publications and monographs**Objective

- To demonstrate the productivity of high quality research outputs.
- To supplement the sector-wide performance measures with an indicator of research productivity.

Methodology

- Data source: HKU data
- The KPI is expressed as the number of refereed research outputs (i.e. peer-reviewed by international fellow specialists in the fields) per professoriate staff. High numbers suggest better performance.

Table 2.4 International (high-impact) research publications and monographs per professoriate staff

	2019/20	2020/21	2021/22	2022/23
Number	2.7	2.6	2.6	2.7

Summary

HKU's professoriate staff are research active and productive with around 2.7 international high-impact research publications and monographs per staff in each of the recent four years (2019/20 to 2022/23).

Domain 3: Knowledge transfer and wider engagement

KPI 1 - Research collaborations, and public-public (covering consultancy and contracts, research and impact projects with public bodies) and public-private (covering consultancy and contracts, impact cases, research and service projects with business and industry, social and community projects with foundations and private organisations, public engagement events etc.), partnership projects

Objective

- To demonstrate the efforts and achievements in knowledge transfer (KT) and wider engagement as measured by the volume of KT activities.
- To supplement the sector-wide performance measures with an indicator of the volume of KT activities.

Methodology

- Data source: HKU data
- The KPI is expressed as the number of KT activities as listed by type in Table 3.1 below. High numbers suggest better performance.

Table 3.1 Number of KT activities by type

Type	2019/20	2020/21	2021/22	2022/23
Collaborative Research Projects (Incl. all research grant projects with at least one co-investigator outside of HKU)	893	910	907	914
Contract Research	647	746	721	819
Consultancy / Service for Knowledge Exchange Projects	1,059	1,087	1,095	1,101
Public Engagement Events	1,341	1,781	2,040	2,439
Impact Projects [#]	54	57	45	30 ^{##} (13 Impact projects + 17 Strategic Impact projects)

Summary

HKU's overall performance in knowledge transfer has been very robust with an average of 906 collaborative research projects in each of the recent four years (2019/20 to 2022/23). The number of consultancy/service for knowledge exchange projects has increased by 4% from 1,059 in 2019/20 to 1,101 in 2022/23. The number of contract research has increased by 26.6% from 647 in 2019/20 to 819 in 2022/23. The number of public engagement events has increased significantly by 81.9% from 1,341 in 2019/20 to 2,439 in 2022/23. In addition to the ongoing Impact Project Funding Scheme (13 projects awarded in 2022/23),

the new Strategic Impact Funding Scheme providing enhanced funding support for projects in seven globally strategic areas was launched in 2022/23 with 17 projects awarded.

Note: Impact Projects are projects funded under the University's Impact Project Funding Schemes resourced through the Knowledge Transfer funding from the UGC. The schemes enable the academic staff of the university to benefit the community with their expert knowledge.

Note: Starting from 2022/23, the new Strategic Impact Funding Scheme was launched, with awards up to \$500,000 to new projects in seven globally strategic areas. This is in addition to the ongoing Impact Project Funding Scheme, which awards up to \$150,000 to each project. The time series figures are therefore not entirely comparable since 2022/23.

Domain 3: Knowledge transfer and wider engagement**KPI 2 - Patents (filed and granted), know-hows and licenses**Objective

- To demonstrate the efforts and achievements in innovation and technology transfer.
- To supplement the sector-wide performance measures with an indicator of patents and intellectual properties (IPs).

Methodology

- Data source: HKU data
- The KPI is expressed as the number of patents and IPs with licenses granted. Patents filed with and granted by multiple countries are counted multiple. IPs with licenses granted that are co-owned with other institutions are counted pro-rata. High numbers suggest better performance.

Table 3.2 Number of patents and IPs with licenses granted

Type	2019/20	2020/21	2021/22	2022/23
Patents Filed	186	251	270	363
Patents Granted	67	110	80	90
IPs with Licenses Granted	18	26	15	26

Summary

HKU has made significant progress in the generation of patents with the number of patents filed nearly doubled from 186 in 2019/20 to 363 in 2022/23. An average of 87 patents and 21 IPs with licenses have been granted in each of the recent four years (2019/20 to 2022/23).

Domain 3: Knowledge transfer and wider engagement**KPI 3 - Innovation and entrepreneurial activities (measured by events, projects, participants, impact cases etc.)****Objective**

- To demonstrate the efforts and achievements in promoting and cultivating innovation and entrepreneurship.
- To supplement the sector-wide performance measures with an indicator of innovation and entrepreneurial activities.

Methodology

- Data source: HKU data
- The KPI is expressed in terms of the innovation and entrepreneurial activities (measured by events, projects, participants, impact cases etc.) as listed in Tables 3.3(i) & (ii) below. High numbers suggest better performance.

Table 3.3(i) Innovation and entrepreneurial activities

	2019/20	2020/21	2021/22	2022/23
	Number			
Events	59	48	66	63
Projects	54	39	60	87
Participants (incl. students, staff, alumni & outsiders)	93,348	74,775	93,264	138,436
Impact Cases	5	4	4	6

Table 3.3(ii) Taught formal courses relating to innovation and entrepreneurship (all academic levels)

	2019/20	2020/21	2021/22	2022/23
Number of courses	1,210	1,351	1,450	1,510
Percentage of courses	28%	31%	33%	34%
Number of students enrolled on the courses	69,534	77,392	83,807	94,721

Summary

HKU has been active in innovation and entrepreneurial activities with an average of 59 events attended by around 100,000 participants per year in the recent four years (2019/20 to 2022/23). HKU also had an increasingly high percentage (from 28% to 34%) of taught courses related to innovation and entrepreneurship in the recent four years.

Domain 3: Knowledge transfer and wider engagement**KPI 4 - (External) advisory and editorial membership (local, Mainland China, regional, international)****Objective**

- To demonstrate the contributions of HKU's staff members to the community as members of external advisory and editorial bodies.
- To supplement the sector-wide performance measures with an indicator of external advisory and editorial membership.

Methodology

- Data source: HKU data
- The KPI is expressed as the number of external advisory and editorial memberships (local, Mainland China, regional, international) held by HKU staff (both academic & non-academic) and the number of HKU staff with such memberships. High numbers suggest better performance.

Table 3.4 External advisory and editorial membership

Type	2019/20	2020/21	2021/22	2022/23
	Number of external memberships held by staff			
Advisory	2,739	2,456	2,183	2,252
Editorial	156	134	138	158
	Number of staff with external memberships			
Advisory	564	526	487	498
Editorial	83	74	79	95

Summary

HKU's staff have been actively participating in advisory and editorial services globally with an average of around 2,400 advisory and 150 editorial memberships held in each of the recent four years (2019/20 to 2022/23).

Domain 4: Enhanced internationalization and engagement with the Mainland**KPI 1 - Percentage of international professoriate staff**Objective

- To demonstrate the ability to attract academics from all over the world.
- To supplement the sector-wide performance measures with an indicator of international staff.

Methodology

- Data source: HKU data
- The KPI is expressed as a percentage of international professoriate staff (by nationality). High percentages suggest better performance.

Table 4.1 International professoriate staff

	2020/21	2021/22	2022/23	2023/24
Percentage	66.3%	67.5%	69.9%	71.5%

Summary

As an international research-led university, HKU has consistently been able to attract talents from all over the world, with a robust increase in the percentage of international professoriate staff from 66.3% in 2020/21 to 71.5% in 2023/24.

Domain 4: Enhanced internationalization and engagement with the Mainland**KPI 2 - Percentage of undergraduate students undertaking international exchange**Objective

- To demonstrate the quality outbound learning experience of UG students, as a key feature of UG education at HKU.
- To supplement the sector-wide performance measures with an indicator of international exchange.

Methodology

- Data source: HKU data
- The KPI is expressed as a percentage of final year students enrolled on full-time UGC-funded undergraduate programmes who had undertaken international exchange (with duration of at least 1 semester) at any point during their studies at the University. High percentages suggest better performance.

Table 4.2 Final year UG students who had undertaken international exchange

	2019/20	2020/21	2021/22	2022/23
Number	1,535	1,513	899	1,378
Percentage	34.5%	32.7%	19.6%	30.0%

Summary

HKU's curriculum provides students with ample global exposure. An average of 29.2% of HKU's final year undergraduate students in the recent four years (2019/20 to 2022/23) have undertaken international exchange, albeit with some fluctuations over the years due to the COVID-19 pandemic.

Domain 4: Enhanced internationalization and engagement with the Mainland**KPI 3 - Percentage of undergraduate students undertaking a significant Mainland learning experience****Objective**

- To demonstrate the quality outbound learning experience of UG students, as a key feature of UG education at HKU.
- To supplement the sector-wide performance measures with an indicator of significant Mainland learning experience.

Methodology

- Data source: HKU data
- The KPI is expressed as a percentage of final year students enrolled on full-time UGC-funded undergraduate programmes who had undertaken a significant Mainland China learning experience (of duration of at least 3 weeks of which at least 2 weeks were outside Hong Kong) at any point during their studies at the University. High percentages suggest better performance.

Table 4.3 Final year UG students who had undertaken a significant Mainland China learning experience

	2019/20	2020/21	2021/22	2022/23
Number	1,357	1,007	883	658
Percentage	30.5%	21.8%	19.2%	14.3%

Summary

Due to the COVID-19 pandemic, the percentage of HKU's final year undergraduate students with significant Mainland China learning experience has decreased from 30.5% in 2019/20 to 14.3% in 2022/23.

Domain 4: Enhanced internationalization and engagement with the Mainland**KPI 4 - Percentage of undergraduate students undertaking a significant international learning experience****Objective**

- To demonstrate the quality outbound learning experience of UG students, as a key feature of UG education at HKU.
- To supplement the sector-wide performance measures with an indicator of significant international learning experience.

Methodology

- Data source: HKU data
- The KPI is expressed as a percentage of final year students enrolled on full-time UGC-funded undergraduate programmes who had undertaken a significant international (excluding Mainland China) learning experience (of duration of at least 3 weeks of which at least 2 weeks were outside Hong Kong) at any point during their studies at the University. High percentages suggest better performance.

Table 4.4 Final year UG students who had undertaken a significant international learning experience

	2019/20	2020/21	2021/22	2022/23
Number	2,512	2,402	1,765	2,062
Percentage	56.5%	51.9%	38.4%	44.9%

Summary

An average of 47.9% of HKU's final year undergraduate students in the recent four years (2019/20 to 2022/23) have undertaken significant international learning experience, albeit with some fluctuations over the years due to the COVID-19 pandemic.

Domain 5: Financial health, institutional social responsibilities and sustainability**KPI 1 - Research income per fte professoriate staff**Objective

- To demonstrate the capacity to achieve research income sustainability.
- To supplement the sector-wide performance measures with an indicator of per capita research income.

Methodology

- Data source: HKU data
- The KPI is expressed as the value of research income (received in the year) per fte professoriate staff. Stably high per capita research incomes suggest better performance.

Table 5.1 Research income (received in the year) per fte professoriate staff

	2019/20	2020/21	2021/22	2022/23
Value	HK\$ 2.3M	HK\$ 1.7M	HK\$ 1.7M	HK\$ 2.0M

Summary

As a research-led university, HKU has been able to secure a stable annual research income with an average of \$1.9M per professoriate staff in each of the recent four years (2019/20 to 2022/23).

Domain 5: Financial health, institutional social responsibilities and sustainability**KPI 2 - Percentage of income from donations (university level)**Objective

- To demonstrate the capacity to achieve donation income sustainability.
- To supplement the sector-wide performance measures with an indicator of donation income.

Methodology

- Data source: HKU Financial Report
- The KPI is expressed as a percentage of income from donations (based on the total income of the University before interest and investment gain/loss). Stably high donation incomes suggest better performance.

Table 5.2 Income from donations (university level)

	2019/20	2020/21	2021/22	2022/23
Percentage	11.3%	5.6%	8.7%	5.1%

Summary

As the ongoing efforts to advance the strategic goals of the University, HKU has been able to secure stable donation incomes with an average of 7.7% in each of the recent four years (2019/20 to 2022/23), accounting for 5.1% to 11.3% of the total income of the University, despite influenced by social and economic factors.

Domain 5: Financial health, institutional social responsibilities and sustainability**KPI 3 - Research impact (citations) on United Nations' Sustainable Development Goals**Objective

- To demonstrate the commitment and contribution to the United Nations' Sustainable Development Goals (SDGs).
- To supplement the sector-wide performance measures with an indicator of research impact on SDGs.

Methodology

- Data source: Scopus
- The KPI is expressed as the number of citations per publication in all SDGs in a 5-year period. High numbers suggest better performance.

Table 5.3 Citations per publication in all SDGs

	2017-2021	2018-2022
Number	33.3	33.8

Summary

HKU is committed to the United Nations' Sustainable Development Goals (SDGs) by creating research and impact in relevant topics with a high number of citations (33.8) per SDG related publication in the recent 5-year period (2018-2022).

Note: KPI 3 of domain 5 is a new KPI (for the 2022-25 UAA) of which only two latest data points are available from the source database.