

**University Accountability Agreement (UAA) for 2025-28 Triennium
Institution-specific Key Performance Indicators (KPIs)**

Hong Kong Baptist University (HKBU)

Domain 1 - Quality of student experience of teaching and learning

- KPI 1** Students' assessment of faculty member effectiveness
- KPI 2** Student awards
- KPI 3** The % of undergraduates achieving a score of 6.5 or above on IELTS or 79 on TOEFL iBT or above among those who take the tests before graduation
- KPI 4** The % of local Cantonese-speaking undergraduates achieving the level of 3B or above on Putonghua Shuiping Ceshi (PSC) among those who take the test before graduation

Domain 2 - Research strength and research postgraduate experience

- KPI 1** Percentage of publications in Q1 and Q2 journals, normalised by subject area
- KPI 2** Research postgraduate student non-local learning experience
- KPI 3** General Research Fund and Early Career Scheme market share

Domain 3 - Sharing and transfer of knowledge and community engagement

- KPI 1** Commercialisation rate of HKBU intellectual properties (IPs)
- KPI 2** Number of people attending 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** Percentage of teaching, learning, research, and educational expenditures relative to total operating expenditures
- KPI 2** Operating surplus as a percentage of overall income
- KPI 3** Environmental performance index
- KPI 4** Number of courses addressing at least one United Nations' Sustainable Development Goals (SDGs)