

		2019/20 Baseline	2020/21 Actuals	2021/22 Actuals	2022/23 EOY	2022/23 Target	2023/24 Target	2024/25 Target	2025/26 Target
		University	University	University	University	University	University	University	University
STRATEGIC PRIORITIES									
Build Careers									
	Proportion of Academic Staff with HEA Accreditation	77%	75.0%	75.0%	76.2%	90.0%	80%	90%	90.0%
	Proportion of Academic Staff with Doctorates	66%	70.0%	73.0%	72.2%	73.0%	80%	>75%	>75%
	Graduate Employability	76%	68.0%	74.0%	79.0%	82.0%	80%	82.0%	82.0%
	Curriculum enhancement framework (ENhance) % of all programmes engaged to at least threshold level through full framework via Institutional-Led Review (ILR) or Programme Approval	n/a	-	Pilot	21.5%	15.0%	30%	45.0%	60.0%
Grow Networks									
	Income from TNE (EM)	£8.4m	£8.3m	£9.2m	£10.1	£8.8m	10.4m	tbc	tbc
	Number of collaborative projects with another organisation (University or Industry)	109	146	145	74	160	169	177	
Advance Knowledge									
	Number of Research active Staff with at least one 3-star and above publication	251	251	251	149.6	325	340	355	370
	Income from Research Grants & Contracts (EM)	£3.2m	£3.7m	£5.1m	£5.5	£6m	7.8m	tbc	tbc
	Income from Knowledge Exchange (EM) (CPD and Consultancy exc Graduate Apprenticeships)	£2.9m	£2.5m	£2.9m	£3.4	£3.5m	3.8m	tbc	tbc
	Proportion of Academic Staff Active in Externally Funded Research and knowledge exchange	36%	35%	39%	40%	50%	50%	55%	60%
Sustainable Growth									
	Net Carbon emissions (tonnes CO2)	6,422 (18/19)	3,134	3,414	-	5,138	4,845	4,495	4,170

Core Underpinning TARGETS

Student Recruitment									
	Taught Postgraduate Students (FTE);	3,299	3,712	4,412	4,836	4,973	5,492	5,799	5,920
	Research Postgraduate Students (FTE);	172	182	210	235	264	264	258	258
	International on campus (UK delivered) Including EU students from 21/22 (FTE)	1,824	2,029	3,100	3,859	3,411	4,414	4,647	4,727
Student Experience									
	Student Satisfaction: NSS	86%	81%	80%	78.0%	90%	90%	90%	90%
	Student Satisfaction: PTES	75%	83%	82%	86%	87%	90%	90%	90%
	Continuation following year of entry	87.8%	90.9%	89.9%	83%	92.0%	90%	87.0%	90.0%
Widening Participation									
	Proportion of Scottish-domiciled FT UG entrants from MD20 postcodes	14.3%	12.2%	13.4%	13.0%	15.5%	14.0%	15.0%	16.0%
Staff Engagement									
	Engagement Survey	76%	n/a	n/a	69%	75%	72%	>75%	>75%
Finance and Enablers									
	Total Income (EM)	£127.6m	£131m	£147.9m	£167.8	£156.1m	£177.5	tbc	tbc
	Financial Surplus (EM) (contribution for Schools)	(£0.9m)	£4.9m	£4.6m	£8.6	£7.8m	£5.0	tbc	tbc