



<b>Student Success Definitions</b>	
<b>KPI Metric</b>	<b>Definition</b>
Enrollment (Headcount)	Represents the number of students enrolled as of census date of the specified term.
Enrollment (FTE)	Represents the full-time equivalency of enrolled students as of census date of the specified term. FTE is based on a full-time credit load of 12 for undergraduates and 6 for graduate students.
First-Year Retention	The percentage of students from the initial adjusted (for mortality) first-time, full-time cohort who were still enrolled after one year. Excludes those who have graduated.
Four-Year Graduation Rate	The percentage of students from the initial adjusted (for mortality) first-time, full-time cohort who completed their program within four years.
Six-Year Graduation Rate	The percentage of students from the initial adjusted (for mortality) first-time, full-time cohort who completed their program within six years.
Average Debt per Bachelor's Degree Graduate Borrower	This is calculated as the average per-undergraduate borrower cumulative principal borrowed. Only graduates who borrowed are included in the calculation.
% Employed or Continuing Education	The percentage of respondents to the Life After UMaine Survey who indicated they are currently employed or pursuing a graduate degree.
% of Graduates completing at least one Internship	The percentage of respondents to the First-Destination Survey who indicated that they had participated in at least one internship.

<b>Diversity, Equity, and Inclusion (DEI) Definitions</b>	
<b>KPI Metric</b>	<b>Definition</b>
Underrepresented Minority (URM) – Students*/Faculty/Staff	Includes non-international students/faculty/staff who are American Indian/Alaskan Native, Black or African American, Hispanic/Latino, Native Hawaiian or Pacific Islander, or two or more races.
First Generation*	Includes students whose neither parent has completed a college degree.
Pell Grant Recipient*	Indicates the population of students who received a federal Pell-grant during their first year.
Student responses from the National Survey of Student Engagement (NSSE)	The NSSE survey measures the participation of first-year and senior students in programs and activities that institutions provide for their learning and personal development. All UMS campuses administer the survey every 3 years.
*These metrics capture the difference between the first-time, full-time outcomes (first-year retention, four- and six-year graduation) for the subgroup compared to the overall population.	

<b>Research Definitions</b>	
<b>KPI Metric</b>	<b>Definition</b>
Research Expenditures	Total research and development expenditures from all sources, including Innovation and Economic Development, Cooperative Extension, MAFES, MEIF, the University of Maine Foundation and departmental E&G.
Research Awards (\$ value)	Dollar value of all externally sponsored awards received through the Office of Research Administration (excluding CARES Act funding).
Research Awards (# of awards)	Count of all externally sponsored awards received through the Office of Research Administration (excluding CARES Act funding).
Research Proposals (\$ value)	Dollar amount of the number of proposals submitted via the Office of Research Administration.
Research Proposals (# of proposals)	Count of the number of proposals submitted via the Office of Research Administration.
Staff with Doctorates*	Doctorate-holding nonfaculty researchers.

<b>Outreach &amp; Engagement</b>	
<b>KPI Metric</b>	<b>Definition</b>
Formal Education Programming	Cooperative Extension 4-H Youth Development Programming (K-12)

<b>Innovation &amp; Economic Development Definitions</b>	
<b>KPI Metric</b>	<b>Definition</b>
Invention Disclosures	The number of recorded disclosures of a new invention submitted to the Office of Innovation and Economic Development.
Commercialization Revenue	Revenue generated from license fees and the sale of services, materials, and products based on UMaine intellectual property.
Commercialization Teams	Number of unique teams participating in I-Corps, MIRTA, or new to-be-determined formal commercialization programs.
Commercialization Teams External Funding	The cumulative amount of grant and investment funding related to their commercialization project that is self-reported by graduates of programs.
Business & Economic Development Partners	Number of for-profit and non-profit organizations and individuals actively paying for innovation support through the Department of Industrial Cooperation or the Office of Research Administration.
Business & Industry Innovation Revenue	Revenue generated from contracts to support innovation activities administered by the Department of Industrial Cooperation or the Office of Research Administration.
IP-Based Spinoffs	Number of new companies created to commercialize UMaine intellectual property in the current fiscal year. It does not include faculty, staff, and student startups not founded on UMaine IP.

<b>Infrastructure &amp; Financial Responsibility Definitions</b>	
<b>KPI Metric</b>	<b>Definition</b>
Invention Disclosures	The number of recorded disclosures of a new invention submitted to the Office of Innovation and Economic Development.
Net Operating Margin Ratio	The Net Operating Margin Ratio is a measure of operating results and answers the question, "Do operating results indicate that the University is living within available resources?" Generally expressed as a percentage, the ratio is represented as operating income (loss) divided by total operating revenues.
Debt Service Coverage Ratio	The Debt Service Coverage Ratio measures net expendable assets that are available to cover debt obligations (e.g., capital leases, notes payable, and bonds payable) and generally is regarded as governing an institution's ability to assume new debt.
Primary Reserve Ratio	The Primary Reserve Ratio provides a snapshot of financial strength and flexibility by indicating how long the institution could function using its expendable net position (both unrestricted and restricted, excluding net position restricted for capital investments) without relying on additional net position generated by operations.
Endowment per FTE Student	End-of-year endowment/12-month FTE students
Alumni Giving Rate	Undergraduate alumni donors as a percentage of the undergraduate alumni of record