

Proposal of indicators for HEIs in Slovakia by FH JOANNEUM

Human Capital

Human capital describes the skills and expertise of HEI staff, as well as their motivation and learning ability.

Possible indicators	Detailed information / examples
Number of HEI employees	Full-time equivalent
Number of HEI employees	Head count
Gender breakdown of staff	Male/female, gender balance
Average age of staff	
Total number of affiliated lecturers	Head count; e.g. total of all degree programmes and courses. Affiliated lecturers teaching in several degree programmes could be counted only once.
Gender breakdown of affiliated lecturers	Male/female
Total number of administrative staff	Head count
Number of professorships awarded	
Development of HEI staff figures over time	Staff figures – head count
Occupational structure of HEI employees	Heads of degree programmes, faculty members, professional lecturers, research assistants, administrative staff, others...
Qualification structure of affiliated lecturers	Postdoctoral lecturing qualification, doctoral degree, diploma or master's degree, other qualification
Qualification structure of heads of degree programmes, faculty members, professional lecturers and research assistants	Postdoctoral lecturing qualification, doctoral degree, diploma or master's degree, other qualification
Highlights for Human Capital	Such as new staff, new memberships in (inter)national boards, committees, equality and diversity improvements.

Structural Capital

Structural capital assesses the environment that employees and students need to work productively. It includes structures, processes and procedures documented at the HEI.

Possible indicators	Detailed information / examples
Expenditure on literature and media	In EUR; investment "Library".
Investment in information technology	In EUR; investment "IT".
Students per computer	A figure based on all PCs in seminar rooms, lecture halls and laboratories.
Floor space per student	Net m ² per student based on the entire floor space available for educational purposes at the campus, exclusive of floor space occupied by administrative departments, hallways etc., but including libraries.
Investment in laboratory equipment	in local currency; investment "Technical Equipment and Machinery".
Certifications / Accreditations	Number of institutional certificates and accreditations; personal certificates awarded to employees for the

	completion of continuing education courses not included.
Expenditure on literature and media types	Scientific literature, online resources, newspapers and journals...
Highlights for Structural Capital	Such as founding of new laboratories, special awards etc.

Relational Capital

Relational capital shows the extent to which the HEI is interlinked with external partners and perceived by interested parties. The term refers to cooperation with other institutions such as research institutions or business enterprises as well as the mobility of lecturers and students within the network of partner universities.

Possible indicators	Detailed information / examples
Total number of existing cooperation contracts	Cooperation based on a legal relationship.
Number of press releases	Total number of press releases issued by the PR department, may not include press invitations to various HEI events and press releases issued by the individual degree programmes within the scope of projects. Adjusted value – press releases that can be assigned to several degree programmes could be counted only once etc.
Number of page views on HEI website	Sum of all general web pages including/excluding pages of degree programmes.
Number of PR brochures	
Number of loans from the library	
Hours taught at other universities	A total of all teaching assignments (course units) of HEI employees at other national and international universities.
Number of cooperation contracts by region	
Number of cooperation contracts by type of institution	
Number of partner universities	
Number of outgoing lecturers	
Number of incoming lecturers	
Number of outgoing employees under Staff Mobility Programmes	Such as exchange promotion programmes encouraging administrative employees to gather experience in their area of work at foreign partner universities.
Number of outgoing students	
Number of incoming students	
Highlights for Relational Capital	Such as joint degree programmes, global exchange programmes, communication across borders programmes, conferences, student mobility records, special cooperation and collaboration projects with industry, public bodies or other HEIs etc.

Core processes

At HEIs, several processes are considered core for achieving educational objectives, namely teaching, research & development and continuing education. The following section provides an overview of possible indicators for these processes.

TEACHING

Possible indicators	Detailed information / examples
Number of degree programmes	For instance degree programmes active or approved in the reporting period; breakdown in Bachelor degree programmes, Master degree programmes, Diploma degree programmes, ...
First-year places including breakdown	Bachelor degree programmes, Master degree programmes, Diploma degree programmes, ...
Number of first-year places by degree programme over time	
Development of student numbers over time	
Number of prospective students	Sum of prospective students of individual degree programmes and of the HEI in general. Prospective students interested in several degree programmes shall be counted only once etc.
Number of students including breakdown	Bachelor degree programmes, Master degree programmes, Diploma degree programmes, ...
Admission statistics	Total of applicants
Number of drop-outs	
Number of drop-outs in relation to number of students	%
Number of graduates including breakdown	Bachelor degree programmes, Master degree programmes, Diploma degree programmes, ...
Development of graduate numbers over time	
Number of lecturers	Head count such as consolidated value of faculty members, professional lecturers and affiliated lecturers.
Sum of total hours taught per week	Number of total hours per week taught by faculty members, professional and affiliated lecturers. Make decision, if a course of 2 hours per week taught in 2 groups shall be counted as 4 total hours per week.
Number of visiting lecturers	There can be a definition/threshold set up, at which level a lecture counts as guest lecture. For instance, up to a certain amount of course units.
Staff / student contact	Number of hours per week taught per student,
Structure of teaching staff	Number of faculty members, professional lecturers / affiliated lecturers...
Total hours per week taught by faculty members, professional lecturers / affiliated lecturers	
Total number of work placements	Number of national and international work placements including placements under the LLP / Erasmus programmes. There could be a threshold for not counting short-term work placements or placement carried out on a continuous basis.
Number of diploma/bachelor/master theses	

Highlights for the core process teaching	Such as successful careers, new programmes, new joint programmes, anniversaries of study programmes, extension of the programme offer, Gender Mainstreaming initiatives, eLearning initiatives etc.
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RESEARCH AND DEVELOPMENT

Possible indicators	Detailed information / examples
R&D projects including innovative services	
Number of scientists financed by third-party funded R&D projects	Full-time equivalent.
Number of R&D projects	Number of ongoing projects within the reporting period.
Income from R&D projects	Revenue from R&D activities allocable to the financial year, including change in inventory.
Income from R&D projects	%; e.g. division of national & international.
Number of publications	Sum of all publications by degree programmes, courses, research units and central departments.
Structure of publications	Journal articles, books, edited or contributions to edited volumes, contributions to conference proceedings.
Awards for research achievements and innovative projects	
Number of employees enrolled in doctoral programmes	
Revenue from R&D projects by clients	
Highlights for the core process R&D	Such as prestigious or awarded projects.

CONTINUING EDUCATION

Possible indicators	Detailed information / examples
Continuing education hours per employee	Average of total hours of continuing education completed, for instance at continuing education events attended, by employees of all degree programmes, courses, research units and central departments. Number of employees could be based on full-time equivalent.
Continuing education costs per employee	Continuing education costs corresponding to material costs – including travel and accommodation – e.g. per cost centre, divided by the number of employees (full-time equivalent) per cost centre related to full-time equivalent etc.
Continuing education events organized by institution	Number of seminars, courses, lecture series, conferences and symposia, organized and carried out by degree programmes, courses, research units and central departments of the own institution.
Continuing education events carried out by institution's staff	Number of extracurricular lectures, seminars, courses and teaching assignments carried out by own institution's employees at other universities, institutions and organizations.
Number of postgraduate courses	

First-year places	
Number of total hours taught per week	
Number of students / participants	
Number of graduates of postgraduate courses	
Highlights for the core process continuing education	Such as summer schools, special events such as conferences, eLearning and online courses, open public lectures, anniversaries of programmes, special continuing education offers for teaching staff such as a didactics training programme etc.