

## **Key performance indicators of the Faculty of Arts and Humanities Strategic Plan A2027**

### **1. Number of graduates from teacher-training curricula<sup>1</sup>**

Baseline for 2020<sup>2</sup>: university 276, faculty 64

Target: university 350, faculty 80

Calculation is based on the curricula that comply with the framework requirements for teacher training, i.e., curricula the completion of which gives the profession of a teacher (level 6 or 7), a special education teacher (level 7) or a speech and language therapist (level 7). In the faculty, the completion of the following curricula gives the profession of a teacher: “History“, “Philosophy“, “Teacher of Foreign Languages“, “Teacher of Estonian Language and Literature“, “Teacher of Arts and Technology“, “Theology and Religious Studies“.

### **2. Percentage of international employees taking Estonian language courses**

Baseline: university 29%, faculty 29%

Target: university 45%, faculty 45%

### **3. Percentage of international students taking Estonian language courses**

Baseline: university 28%, faculty 48%

Target: university 75%, faculty 80%

### **4. Percentage of international graduates**

Baseline: university 12.7%, faculty 11.6%

Target: university 18%, faculty 17%

### **5. Dropout rate**

Baseline: university 9.8%, faculty 12.7%

Target: university < 9%, faculty < 11%

### **6. Percentage of academic employees who actively participated in teaching-related development activities**

Baseline: university 41%, faculty 55%

Target: university 50%, faculty 55%

### **7. Number of continuing education learners**

Baseline: university 40,493, faculty 2,026

Target: university 43,000, faculty 2,150

### **8. Efficiency of completing doctoral studies**

Baseline: university 35%, faculty 33%

Target: university 50%, faculty 45%

### **9. Volume of external research funding**

Baseline: university 12.8 million euros, faculty 0.2 million euros

Target: university 17.8 million euros, faculty 0.3 million euros

### **10. Income per academic employee**

Baseline: university 124,158 euros per academic employee, faculty 71,913 euros per academic employee

Target: university 150,000 euros per academic employee, faculty 80,000 euros per academic employee

### **11. Employee satisfaction**

Baseline: university 66%, faculty 62.5%

Target: university 70%, faculty 75%

The indicator reflects the number of units where the aggregated satisfaction indicator is at least 75% divided by the total number of units and multiplied by 100. Calculation is based on the proportion of employees who replied “strongly agree” or “generally agree” to the statement “All in all, I am satisfied with my job”.

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<sup>1</sup>For the explanations and methods for calculating key performance indicators see the dashboard of the UT statistics: <https://statistika.ut.ee>, “Key performance indicators / A2025”.

<sup>2</sup> The baseline for all indicators are the data obtained in 2020, the target of the university is set for the data of 2025 and the target of the faculty for the data of 2027.