



The Art of Designing & Measuring Key Performance Indicators (KPIs) for Academic Program and Communicating Results to Stakeholders



Dr. Nell Ard **Director. Accreditation Commission for Education in Nursing (ACEN)**

As the institution is setting KPIs, it is essential that participants understand how they are linked to the strategic objectives, how they will be utilized by the institution as well as within the program/department. Ideally the KPI is clearly articulated and understood by all participants.

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Typically, KPIs are related to student learning outcomes, institutional outcomes, and/or components of the institution itself such as faculty, research, or community engagement. A key to developing KPIs for the overall institution is to have input from a variety of resources as well as from multiple disciplines.

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A key to establishing the expected level of achievement or benchmark is knowing what you are measuring.

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Effective measurement and meaningful data are based upon selecting appropriate assessment methods. The expected level of achievement / benchmark should be reflective of the type of data being collected. A component of verifying achievement of the expected level of achievement / benchmark - is to ensure sufficient data has been collected.

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Once an expected level of achievement / benchmark has been set, then data collection needs to occur; however, at some point the data must also be analyzed. Expected levels of achievement/benchmarks need to also be periodically reviewed.

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