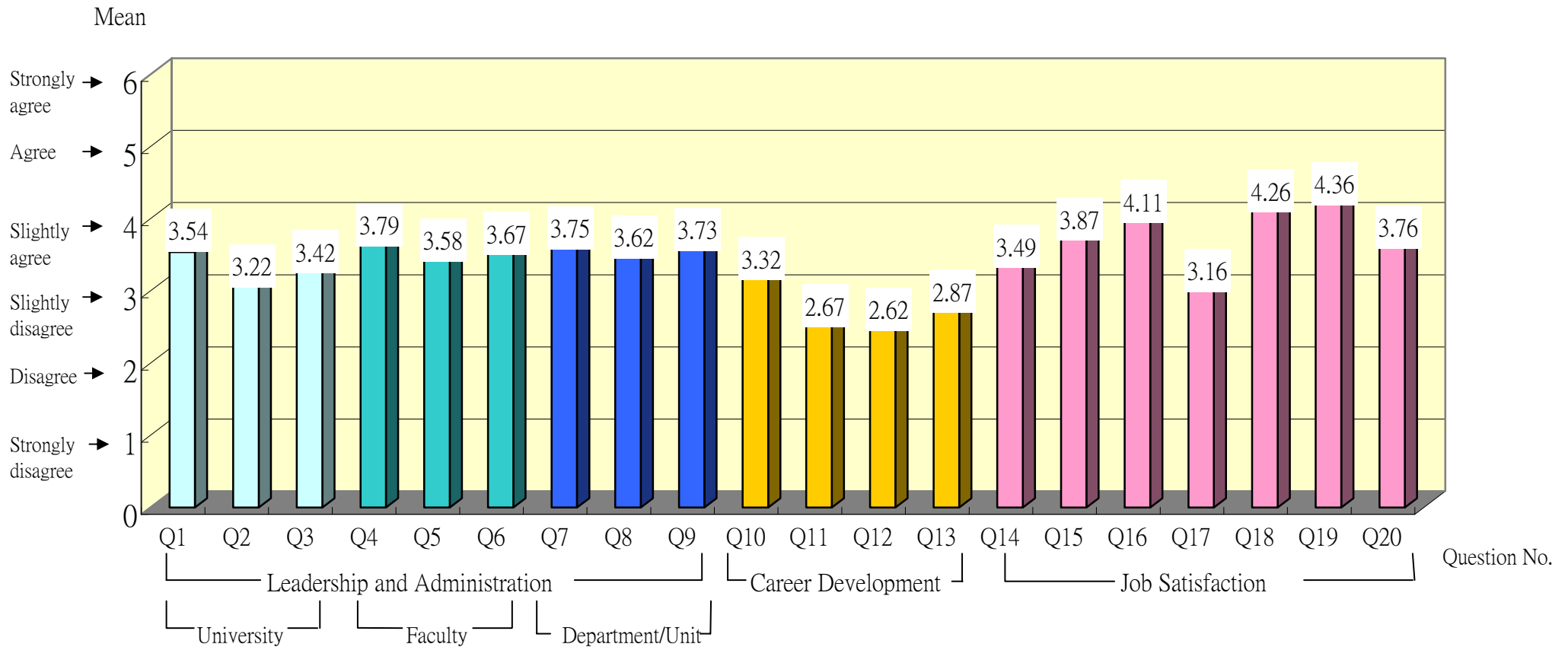


Figure 1 Opinion on University Leadership and Administration, Career Development, and Job Satisfaction: Mean Values (20 Items)



- Q1 : Satisfactory Leadership in Directing the University
- Q2 : Satisfactory Transparent and Receptive University Administration
- Q3 : Satisfactory Overall Performance of the University's Administration
- Q4 : Satisfactory Leadership in Directing the Faculty
- Q5 : Satisfactory Transparent and Receptive Faculty Administrative
- Q6 : Satisfactory Overall Performance of the Faculty's Administration
- Q7 : Satisfactory Leadership in Directing the Department/Unit
- Q8 : Satisfactory Transparent and Receptive Department/Unit Administration
- Q9 : Satisfactory Overall Performance of the Department's/Unit's Administration
- Q10 : Adequate Opportunities in Career Planning/Development

- Q11 : Adequate Promotion Opportunities
- Q12 : Fair and Transparent Promotion Scheme
- Q13 : Fair Promotion Experience
- Q14 : Fair and Appropriate Workload
- Q15 : Fair and Appropriate Job Appraisal
- Q16 : Collegial Work Environment
- Q17 : High Morale in Department/Unit
- Q18 : Due Respect by Students
- Q19 : Due Respect by Peers/Co-workers
- Q20 : Overall Work/Profession Satisfaction

Figure 2A Distribution of Opinion : University Leadership and Administration (Table 1)

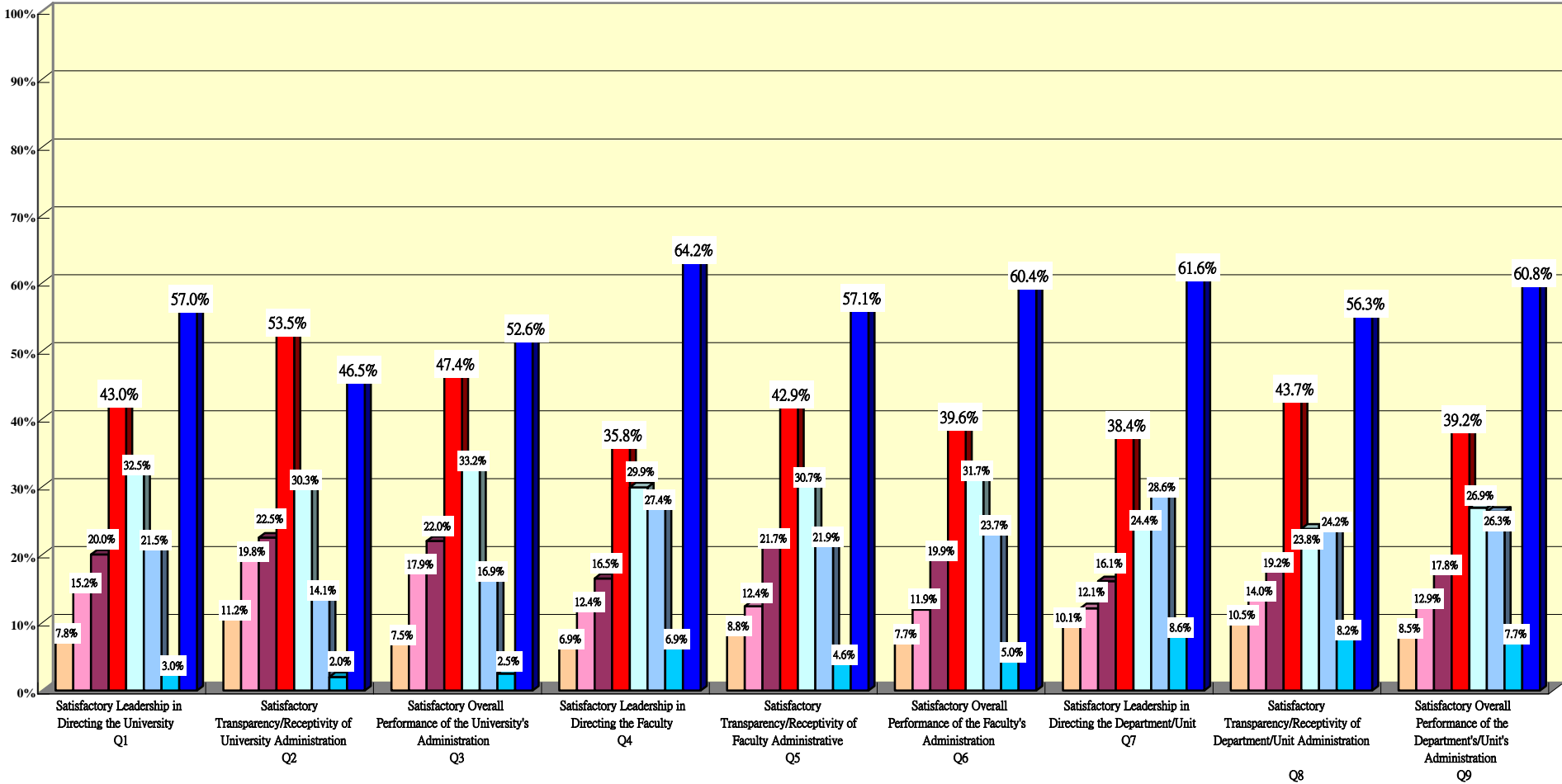


Figure 2B Distribution of Opinion : Career Development (Table 1)

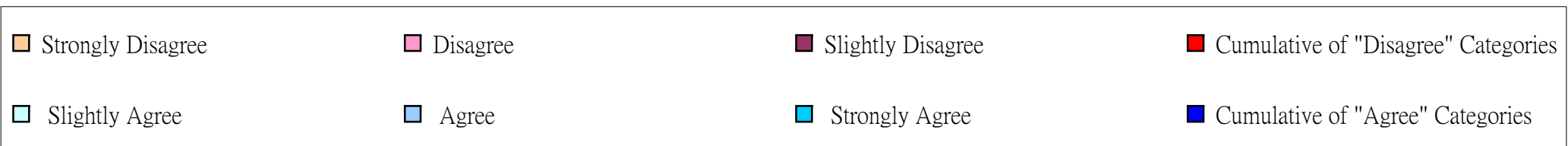
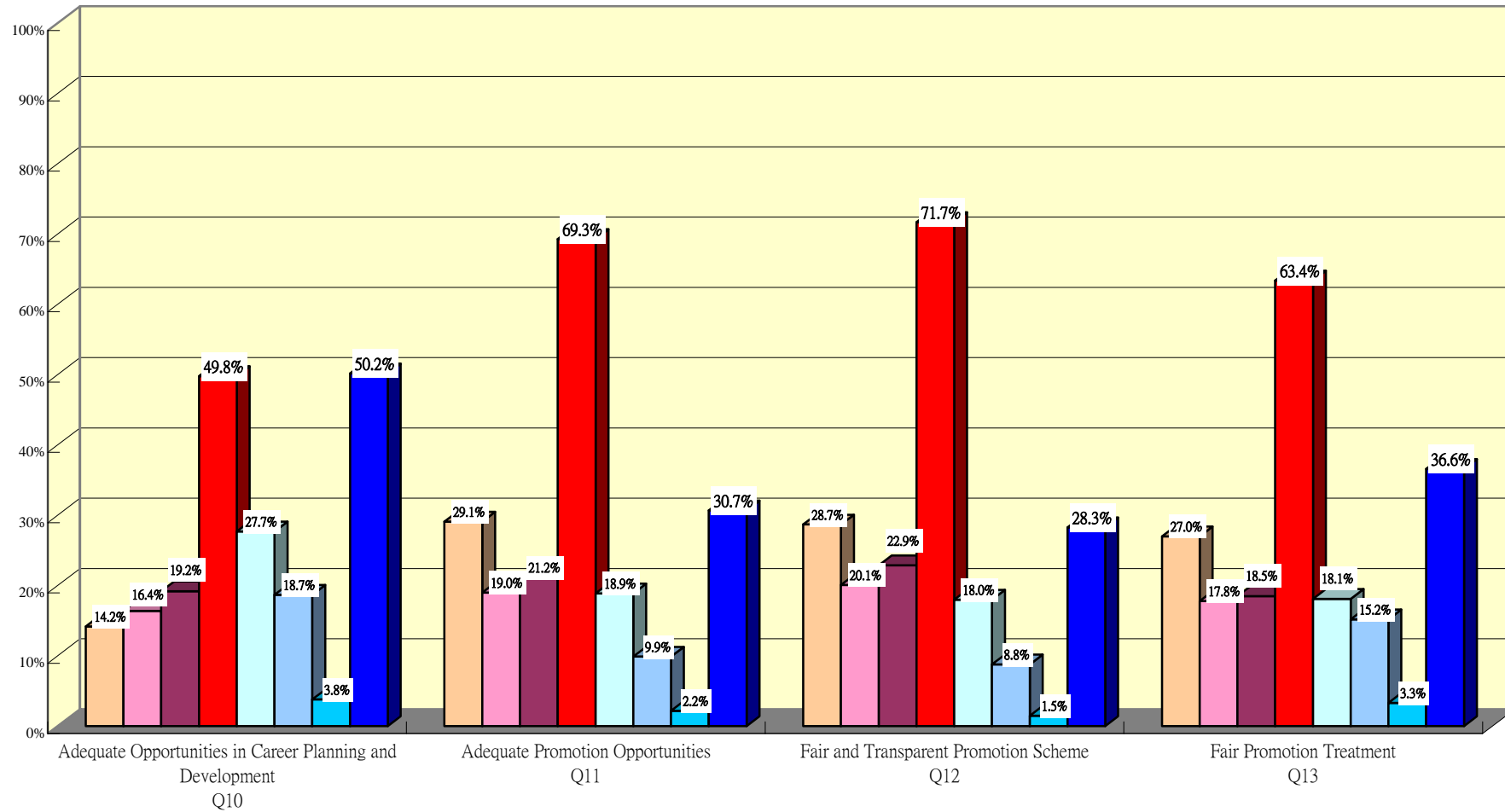
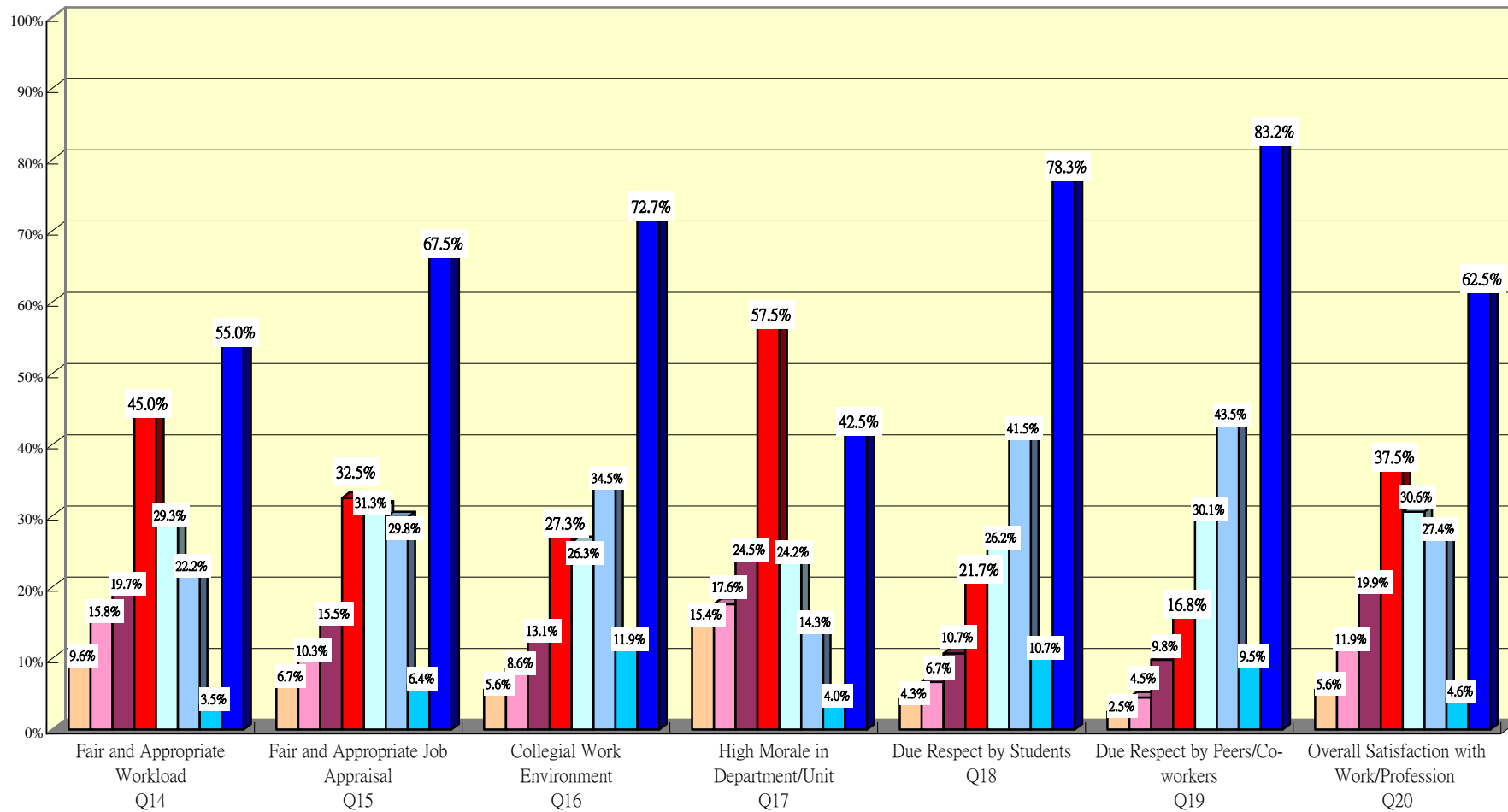


Figure 2C Distribution of Opinion : Job Satisfaction (Table 1)



Strongly Disagree

Disagree

Slightly Disagree

Cumulative of "Disagree" Categories

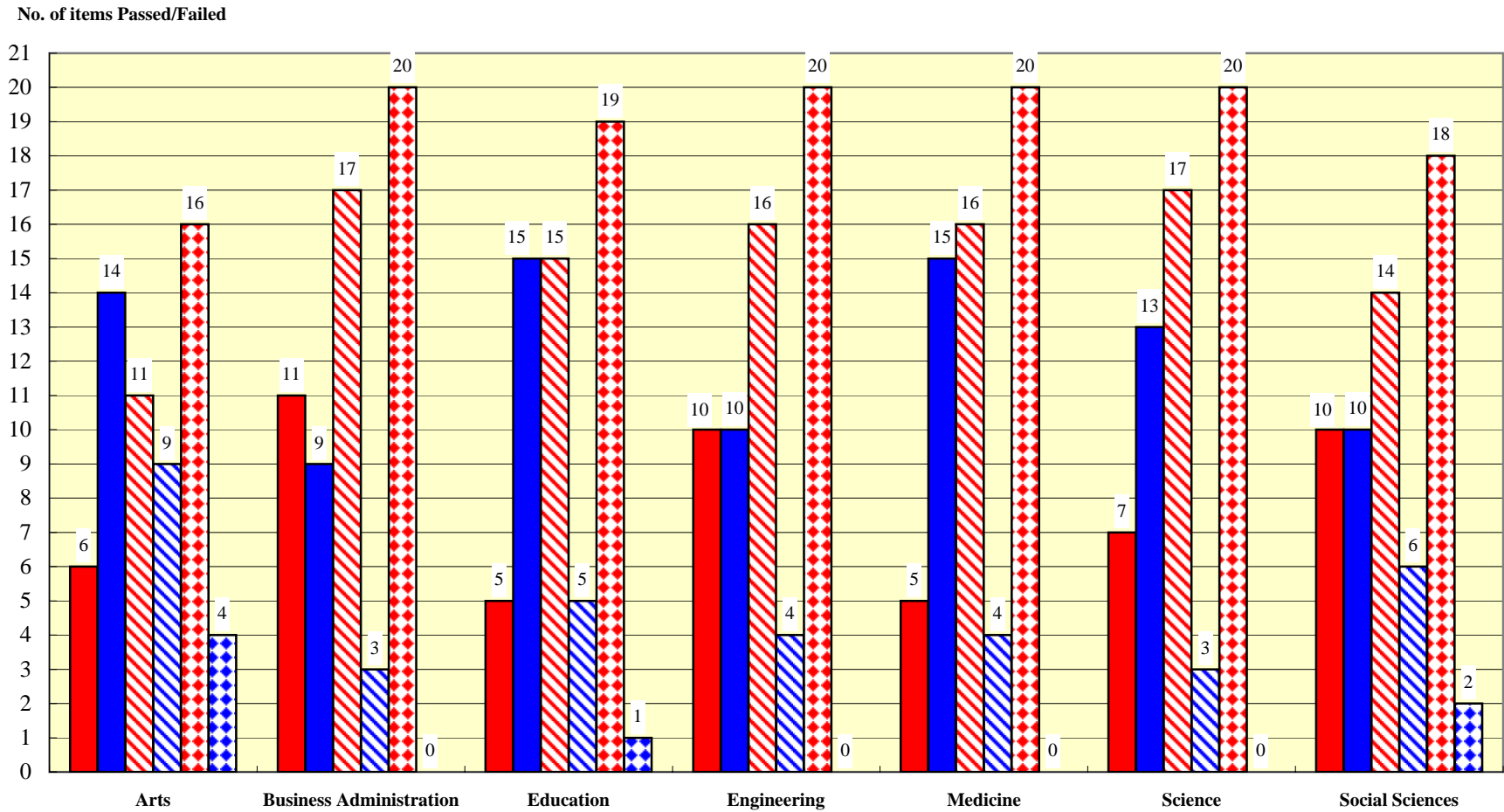
Slightly Agree

Agree

Strongly Agree

Cumulative of "Agree" Categories

Figure 3 Summary of Performance by Faculties Against Threshold (Tables 2-4)



<p>Failing Levels</p> <ul style="list-style-type: none"> ■ below (3.5) Slightly Disagree/Slightly Agree below (4.0) Slightly Agree below (4.5) Slightly Agree/Agree 	<p>Passing Levels</p> <ul style="list-style-type: none"> ■ above (3.5) Slightly Disagree/Slightly Agree above (4.0) Slightly Agree above (4.5) Slightly Agree/Agree
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* Law is excluded due to limited responses.