



LAHORE LEADS UNIVERSITY

Converting Knowledge into Practical Experience

Institutional Research

Faculty Satisfaction Survey

Publications

Faculty Satisfaction Survey Report: 2021-22

Lahore Leads University, Lahore

As part of Institutional Research for Improving Teaching Quality and services

Quality Enhancement Cell (QEC)

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بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

In the name of Allah, the Most Merciful, the Most Kind

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Shazia Sarwar Wattoo Dec, 2022

LAHORE LEADS UNIVERSITY AT A GLANCE

LEADS University established in 2011 and was approved by the Board of Governors in the same year with the vision to bring about a visible change in the society by offering quality education and also to become a leading educational institute of the region. LEADS University takes pride to be the first university in the region and is now the BEST. LEADS University aids students in enlisting for internships or getting job placements to get practical experience. LEADS University with a mission to provide international standard education to the youth of this region has provided modern world facilities, internationally experienced faculty, and best infrastructure to ensure the quality of education for the youth and young professionals of this region.

VISION AND MISSION OF UNIVERSITY

Vision

To emerge as a seat of higher learning producing empowered and responsible leadership through holistic development of individuals in all domains of erudition, nation building, corporate realms and public service.

Mission

Creation of a serene environment conducive to learning, skill building, research and innovation, preparing individuals capable of meeting contemporary and future challenges in a highly dynamic mode.

Core Values

- Commitment to excellence
- Honesty and integrity
- Transparency and accountability
- Respect for individuals and Society
- Cross Culture
- Harmony
- Acquiescence to Law
- Service to Community

EXECUTIVE SUMMARY

Purpose:

Opinion of the faculty members has particular importance to the accurate mapping of LEADS University's future development in the academics, services and informed decision making. The Faculty Satisfaction Survey (FSS) was conducted in accordance with the guidelines given by the Higher Education Commission (HEC) to understand and measure quality of services for the LEADS University's faculty. FSS aims to measure the level of faculty satisfaction with cooperation received from colleagues, working conditions, professional development opportunities, quality of services available for instructional process, and quality of management at LEADS University LAHORE in order to support decisions for making university a better place to work. The Faculty Satisfaction Survey (FSS) form has been developed by the Higher Education Commission (HEC) and procedural details are provided in Self-Assessment Manual already published by the HEC. This type of survey provides invaluable feedback to senior leadership, giving University's faculty an opportunity to voice their opinions in an efficient and anonymous way.

Methodology:

Faculty Satisfaction Survey contains fourteen questions; including two questions are based on teaching, seven questions for student and support while three question for salary and two questions for research. The survey was carried out from October to December according to the standard procedure: internet-based mode, voluntary approach and in conditions of strict confidentiality.

The Google link was shared to all faculty members through their valid emails and phone numbers. When the survey closed on December, 2022, a total of 108 responses had been received, yielding an overall response rate of 76%, details are available in Table 1.

Faculty's comments/suggestions are decomposed into a number of opinions/messages, which are then compiled up separately for concerned leadership.

Results:

Response rate; about 76% of LEADS University's faculty members answered the questionnaire.

Conclusion:

The faculty feedback processes have shown a positive impact on their overall performance and are an effective mechanism for keeping the university leadership to work for the collective objective towards their achieving objectives. The reasons for the slight decline in the one section have remained unearthed in the current study and need to be explored through qualitative studies.

Key Words:

Faculty Satisfaction Survey (FSS), Quality Enhancement Cell (QEC), Higher Education Commission (HEC).

1. INTRODUCTION

1.1 Background

Faculty Satisfaction Survey (FSS) is one of the feedback mechanisms devised to improve the services for faculty members in a higher education institution. It is a statistical survey of faculty from academic departments of the University. The survey attempts to contact all recipients of full-time faculty members of the University. It aims to gather statistics on services useful for teaching, cooperation received from HoD and Management, salary and academic ranks, quality of instructional process. The survey is delivered by Higher Education Commission of Pakistan to help universities and degree awarding institutes to fulfill their requirement to report on the outcomes of higher education to the regulatory bodies.

1.2 Motivation

Taking part in the Faculty Satisfaction Survey is an essential part of self-assessment and internal reporting. As the one of the leading general University of Pakistan, Internal Quality Assurance is the important need for improving education and services, the collective faculty voice is powerful and will directly impact the future of instructional services. This survey is unique because it takes opinion of faculty member who actually govern and run system of education. This survey will help university leadership in future informed decision making.

2. DEPARTMENT WISE RESPONSES

In the table given below, it is clear that most faculties took part in the conduct of faculty satisfaction surveys. There is a lot of improvement in this area. Table 2.1 give brief description of the department wise responses while figure 2.1 Bar Chart showing the department wise responses.

Table 1.1. Department Wise Respondents				
SN	Department	No. of Respondents	No. of Faculty Contacted	Response Rate
1	Department of CS & IT	25	27	93%
2	Department of Mathematics	7	15	47%
3	Department of Business Administration	12	14	86%
4	Department of Economics	5	5	100%
5	Department of Education	4	4	100%
6	Department of Law	5	9	56%
7	Department of English	11	14	79%
8	Department of Physical Education & Sports Sciences	2	2	100%
9	Department of Mass Communication	3	6	50%
10	Department of Sociology	2	3	67%
11	Department of Psychology	5	7	71%
12	Department of Urdu	9	9	100%
13	Department of Islamic Studies	6	8	65%
14	Department of Politics & International Relations	6	6	100%
15	Department of Pharmacy	6	14	21%
	Total	108	143	

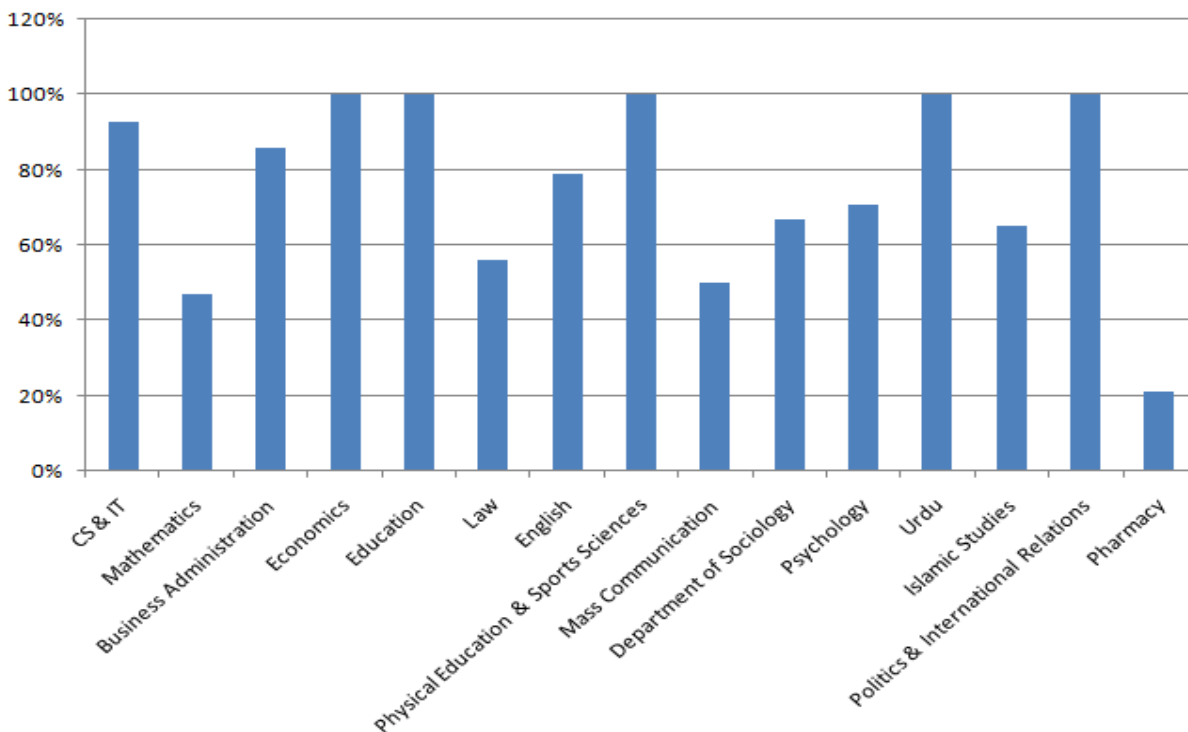


Figure.1.1.1. Bar Chart (Department Wise Respondents)

3. DESIGNATION WISE RESPONDENTS

Table 2.2 illustrates the designation wise respondents while figure 2.2 is the Bar Chart showing the designation wise respondents.

Table 3.1. Designation Wise Respondents				
SN	Department	No. of Respondents	No. of Faculty Contacted	Response Rate
2	Professor	6	9	67%
3	Associate Professor	1	5	20%
4	Assistant Professor	29	32	91%
5	Lecturer	72	97	74%
Total		108	127	

Designation Wise Respondents

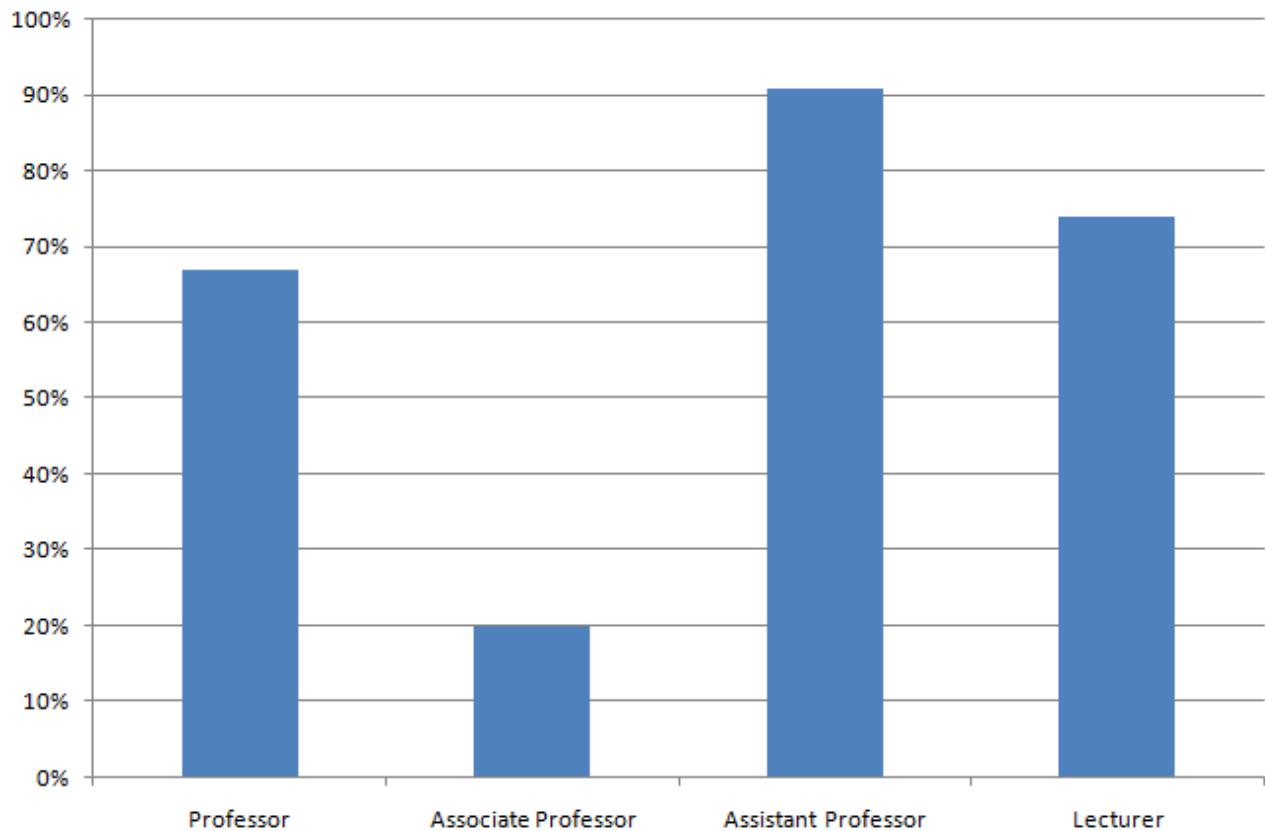


Figure.3.1. Bar Chart (Designation Wise Respondents)

4. SATISFACTION LEVEL (OVERALL)

Table.4.1. Faculty Satisfaction at University Level

SN	Question Text		Very Satisfied		Satisfied		Uncertain		Dissatisfied		Very Dissatisfied
		Count, Percentage									
1	Your mix of research teaching and community service	24	31.6%	44	57.9%	5	6.6%	2	2.2%	1	1.3%
2	The intellectual stimulation of your work	28	36.8%	44	55.3%	5	6.6%	1	1.3%	0	0
3	Your interaction with students	46	60.5%	25	32.9%	5	6.6%	0	0	0	0
4	Cooperation you receive from colleagues.	46	60.5%	22	28.9%	6	7.9%	2	2.6%	0	0
5	The mentoring (guidance) available to you.	25	32.9%	30	39.5%	14	18.4%	4	5.3%	3	3.9%
6	Administrative support from the department	31	40.8%	28	36.8%	10	13.2%	5	6.6%	2	2.2%
7	Job security and stability at the department	11	14.5%	33	43.4%	20	26.3%	7	9.2%	5	6.6%
8	Amount of time you have for yourself and family.	10	13.2%	39	51.3%	15	19.7%	9	11.8%	3	3.9%
9	The overall climate at the department	25	32.9%	42	55.3%	6	7.9%	1	1.3%	2	2.6%
10	Providing clarity about the faculty promotion process.	10	13.2%	21	27.6%	23	30.3%	15	19.7%	7	9.2%
11	Your prospects for advancement and progress through ranks.	11	14.5%	34	44.7%	20	26.3%	8	10.5%	3	3.9%
12	Salary and compensation package.	1	1.3%	17	22.4%	17	22.4%	27	35.5%	14	18.4%
13	Type of teaching/ research you currently do.	31	40.8%	39	51.3%	6	7.9%	0	0	0	0
14	Whether the department is utilizing your experience and knowledge.	26	34.2%	37	48.7%	7	9.2%	3	3.9%	3	3.9%
	Max	46	60.5	44	57.9	23	30.3	27	35.5	14	18.4
	Min	1	1.3	17	22.4	5	6.6	0	0	0	0
	Median	25	32.9	33.5	44.05	8.5	11.2	3.5	4.6	2.5	3.25
	Arithmetic Mean	23.21	30.55	32.5	42.57	11.35	14.95	6	7.85	3.1	3.99
	Standard Deviation	12.41	17.63	8.89	11.46	6.59	8.67	7.3	9.7	3.9	4.94

5. QUESTION TEXT AND ID

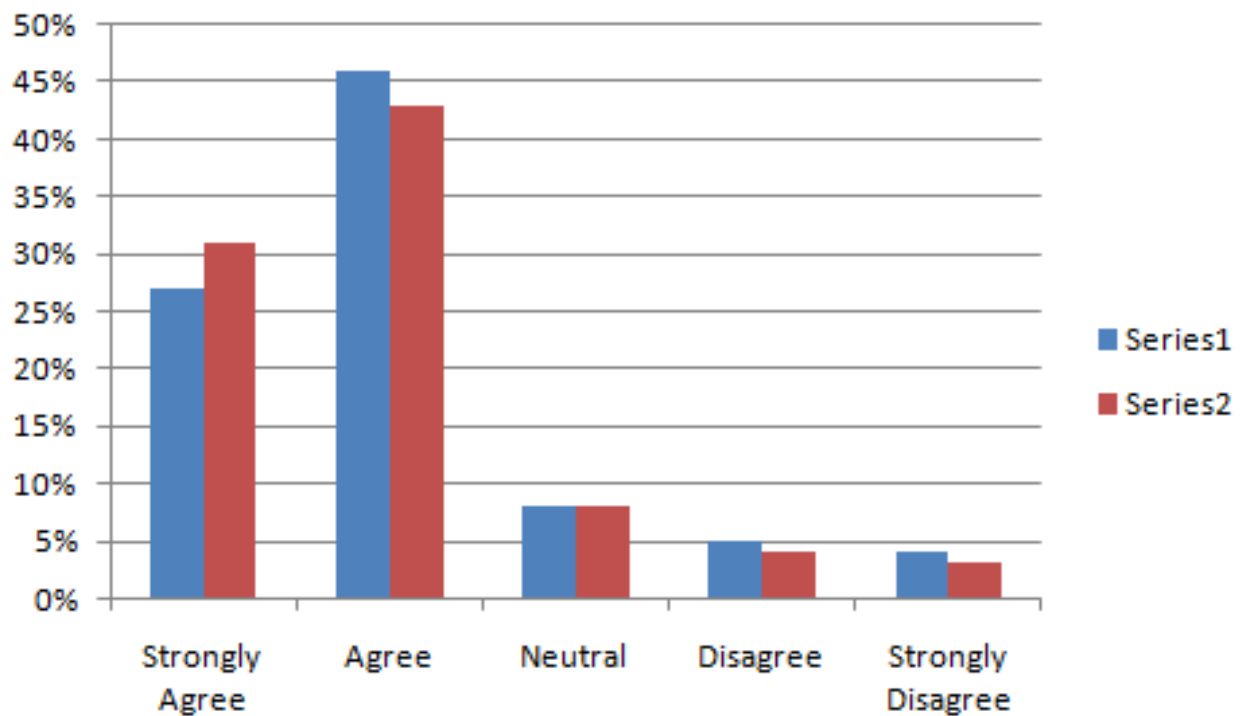
Each Question (excluding comments) has classified with a unique ID. The ID will be used in the upcoming graphs and tables throughout the report.

Table.5.1. Showing Question with ID (Question related with comments are not included)	
ID	Text
Q1	I- Your mix of research teaching and community service
Q2	II- The intellectual stimulation of your work
Q3	III- Your interaction with students
Q4	IV- Cooperation you receive from colleagues.
Q5	V- The mentoring (guidance) available to you.
Q6	VI- Administrative support from the department
Q7	VII- Job security and stability at the department
Q8	VIII- Amount of time you have for yourself and family.
Q9	IX- The overall climate at the department
Q10	X- Providing clarity about the faculty promotion process.
Q11	XI- Your prospects for advancement and progress through ranks.
Q12	XII- Salary and compensation package.
Q13	XIII- Type of teaching/ research you currently do.
Q14	XIV- Whether the department is utilizing your experience and knowledge.

6. PART-WISE FEEDBACK

6.1-Teaching

SN	Question/Responses	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I	Your mix of research teaching and community service	27%	46%	8%	5%	4%
II	The intellectual stimulation of your work	31%	43%	8%	4%	3%



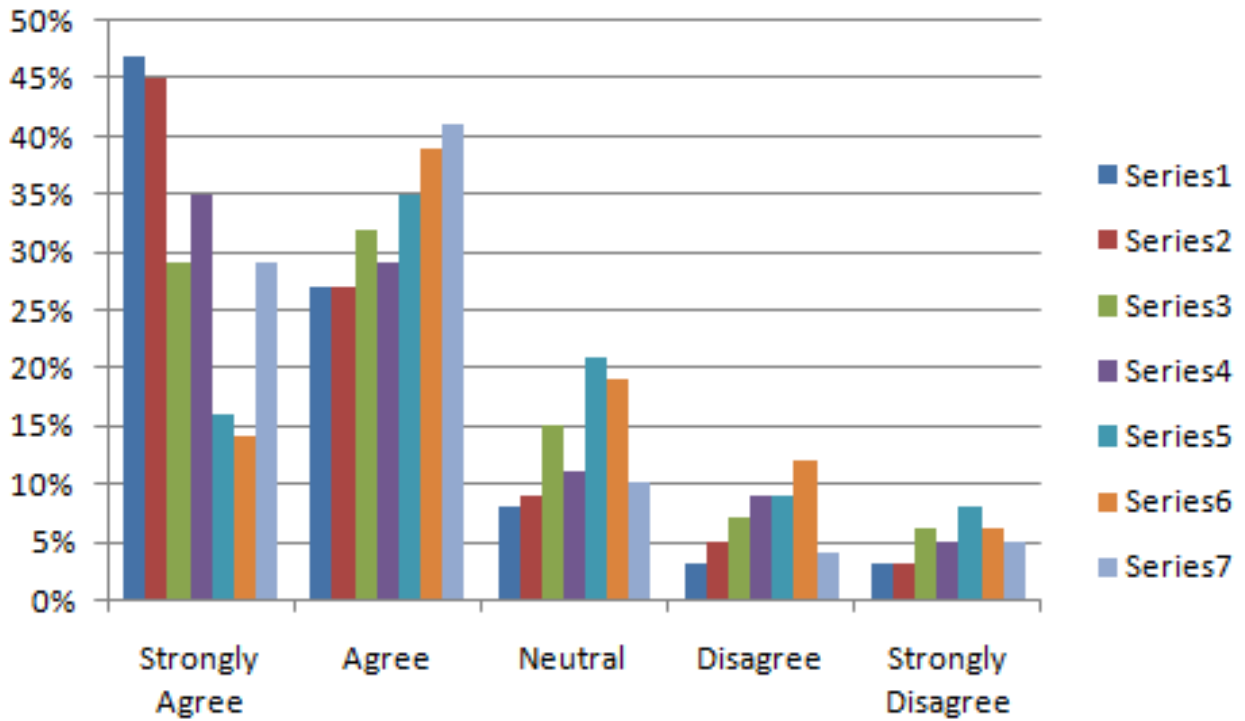
I-Your mix of research teaching and community service

II-The intellectual stimulation of your work

Figure 6.1. Employer Feedback on Teaching

6.2-Student and support

SN	Question/Responses	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I	Your interaction with students	47%	27%	8%	3%	3%
II	Cooperation you receive from colleagues	45%	27%	9%	5%	3%
III	The mentoring (guidance) available to you	29%	32%	15%	7%	6%
IV	Administrative support from the department	35%	29%	11%	9%	5%
V	Job security and stability at the department	16%	35%	21%	9%	8%
VI	Amount of time you have for yourself and family	14%	39%	19%	12%	6%
VII	The overall climate at the department	29%	41%	10%	4%	5%



I-Your interaction with students

II-Cooperation you receive from colleagues

III-The mentoring (guidance) available to you

IV-Administrative support from the department

V-Job security and stability at the department

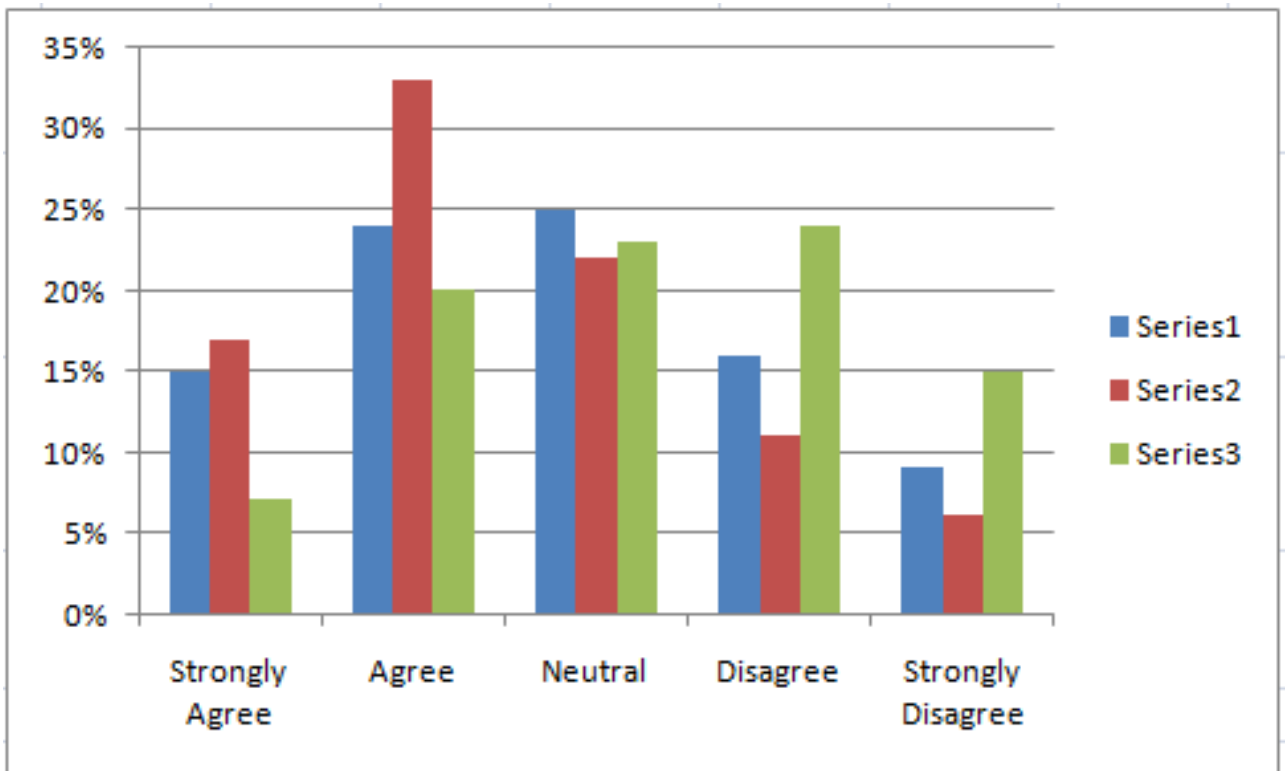
VI-Amount of time you have for yourself and family

VII-The overall climate at the department

Figure 6.2. Employer Feedback on Student and support

6.3-Salary

SN	Question/Responses	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I	Providing clarity about the faculty promotion process	15%	24%	25%	16%	9%
II	Your prospects for advancement and progress through ranks	17%	33%	22%	11%	6%
III	Salary and compensation package	7%	20%	23%	24%	15%



I-Providing clarity about the faculty promotion process

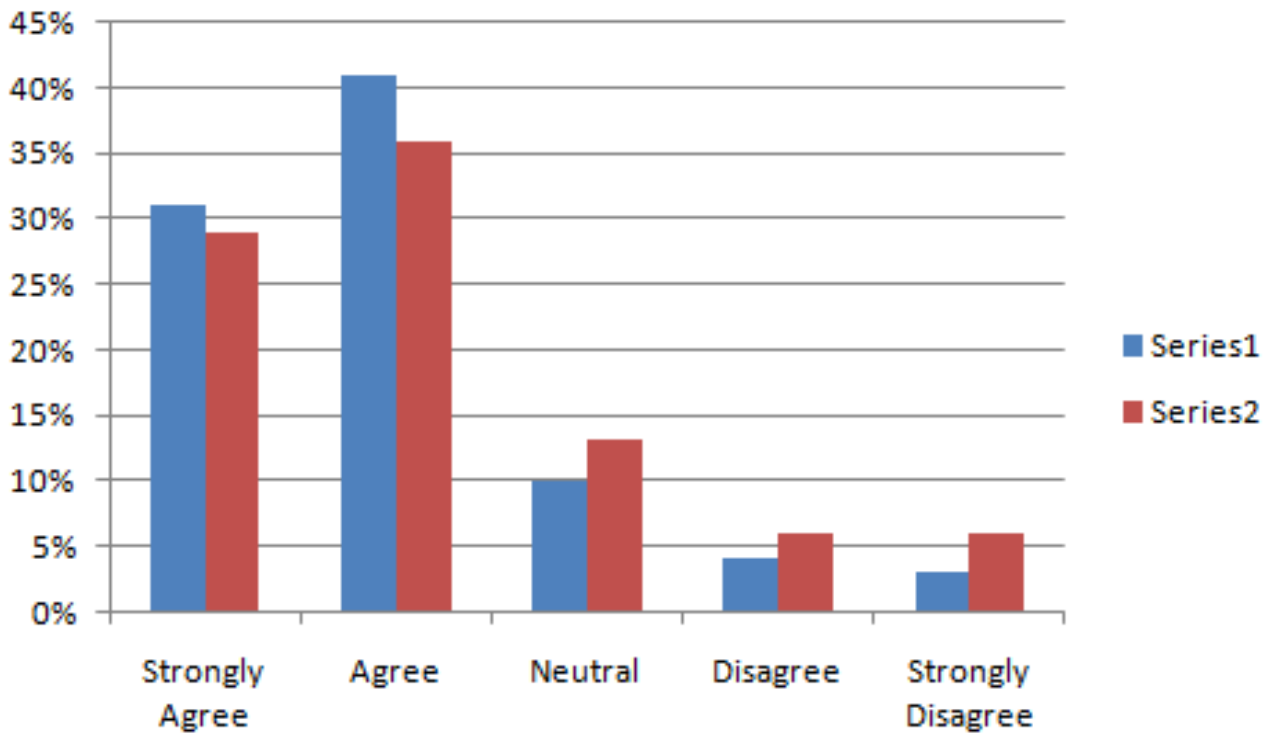
II-Your prospects for advancement and progress through ranks

III-Salary and compensation package

Figure 6.3. Employer Feedback on Salary

6.4-Research

SN	Question/Responses	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I	Type of teaching/ research you currently do	31%	41%	10%	4%	3%
II	Whether the department is utilizing your experience and knowledge	29%	36%	13%	6%	6%



I-Type of teaching/ research you currently do

II-Whether the department is utilizing your experience and knowledge

Figure 6.4. Employer Feedback on Research

7-DEPARTMENT WISE FEEDBACK

7.1-Department of CS & IT

Table 7.1- Faculty Satisfaction (CS & IT)						
SN	Questions Text Count, Percentage	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Your mix of research teaching and community service	22% (6)	37% (10)	11% (3)	4% (1)	4% (1)
2	The intellectual stimulation of your work.	26% (7)	37% (10)	11% (3)	4% (1)	0% (0)
3	Your interaction with students.	52% (14)	22% (6)	4% (1)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	48% (13)	22% (6)	4% (1)	4% (1)	0% (0)
5	The mentoring (guidance) available to you.	33% (9)	30% (8)	7% (2)	4% (1)	4% (1)
6	Administrative support from the department.	22% (6)	33% (9)	15% (4)	7% (2)	0% (0)
7	Job security and stability at the department.	11% (3)	30% (8)	22% (6)	7% (6)	7% (2)
8	Amount of time you have for yourself and family.	15% (4)	33% (9)	19% (5)	11% (3)	0% (0)
9	The overall climate at the department.	19% (5)	44% (12)	11% (3)	4% (1)	0% (0)
10	Providing clarity about the faculty promotion process.	4% (1)	15% (4)	26% (7)	22% (6)	11% (3)
11	Your prospects for advancement and progress through ranks.	7% (2)	22% (6)	26% (7)	15% (4)	7% (2)
12	Salary and compensation package.	0% (0)	19% (5)	4% (1)	26% (7)	29% ((8)
13	Type of teaching/ research you currently do.	41% (11)	30% (8)	7% (2)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	33% (9)	26% (7)	11% (3)	4% (1)	4% (1)

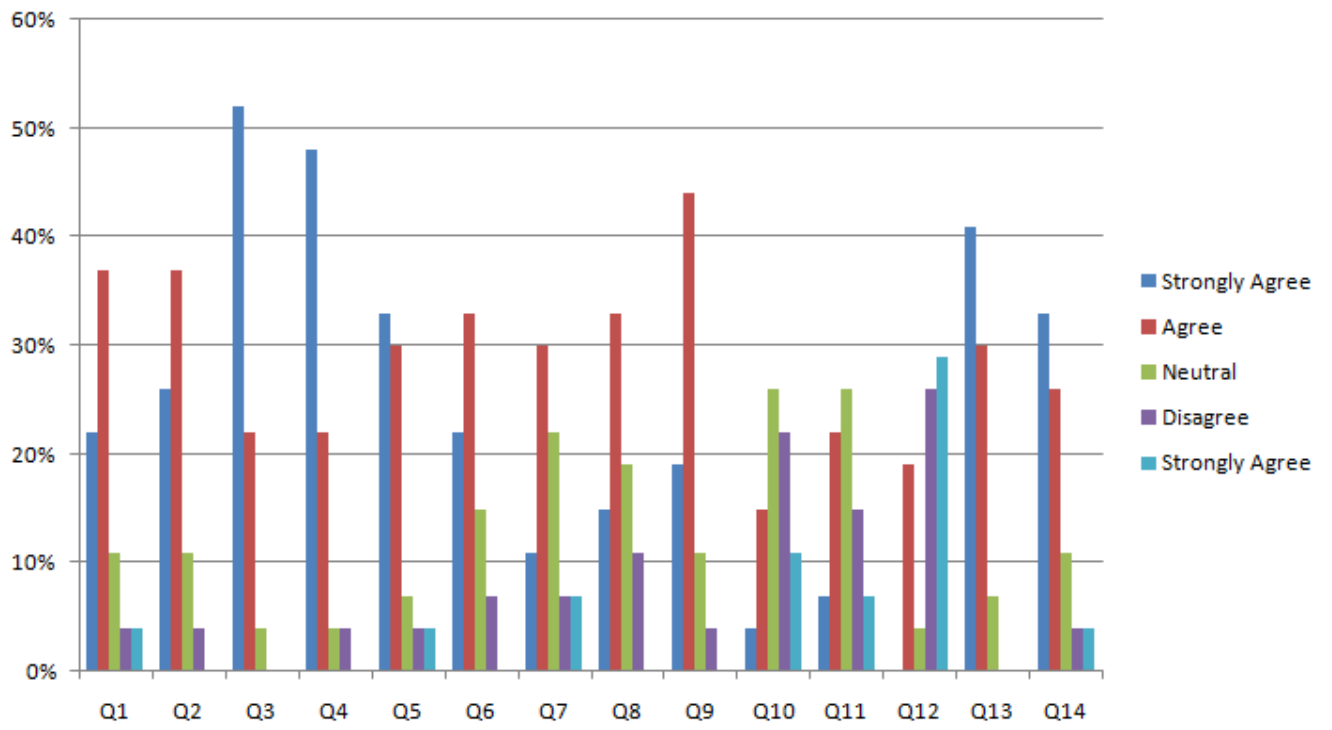


Figure.7.1-Bar Chart Showing results of Faculty Satisfactory Survey (CS & IT)

7.2-Department of Mathematics

Table 7.2- Faculty Satisfaction (Mathematics)						
SN	Questions Text Count, Percentage	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Your mix of research teaching and community service	7% (1)	7% (6)	0% (0)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	7% (1)	40% (6)	0% (0)	0% (0)	0% (0)
3	Your interaction with students.	27% (4)	20% (3)	0% (0)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	33% (5)	13% (2)	0% (0)	0% (0)	0% (0)
5	The mentoring (guidance) available to you.	13% (2)	20% (3)	13% (2)	0% (0)	0% (0)
6	Administrative support from the department.	13% (2)	27% (4)	7% (1)	0% (0)	0% (0)
7	Job security and stability at the department.	13% (2)	13% (2)	13% (2)	7% (1)	0% (0)
8	Amount of time you have for yourself and family.	13% (2)	27% (4)	7% (1)	0% (0)	0% (0)
9	The overall climate at the department.	13% (2)	33% (5)	0% (0)	0% (0)	0% (0)
10	Providing clarity about the faculty promotion process.	7% (1)	13% (2)	27% (4)	0% (0)	0% (0)
11	Your prospects for advancement and progress through ranks.	7% (2)	20% (6)	0% (0)	0% (0)	0% (0)
12	Salary and compensation package.	7% (1)	13% (2)	20% (3)	7% (1)	0% ((0)
13	Type of teaching/ research you currently do.	7% (1)	40% (6)	0% (0)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	0% (0)	33% (5)	13% (2)	0% (0)	0% (0)

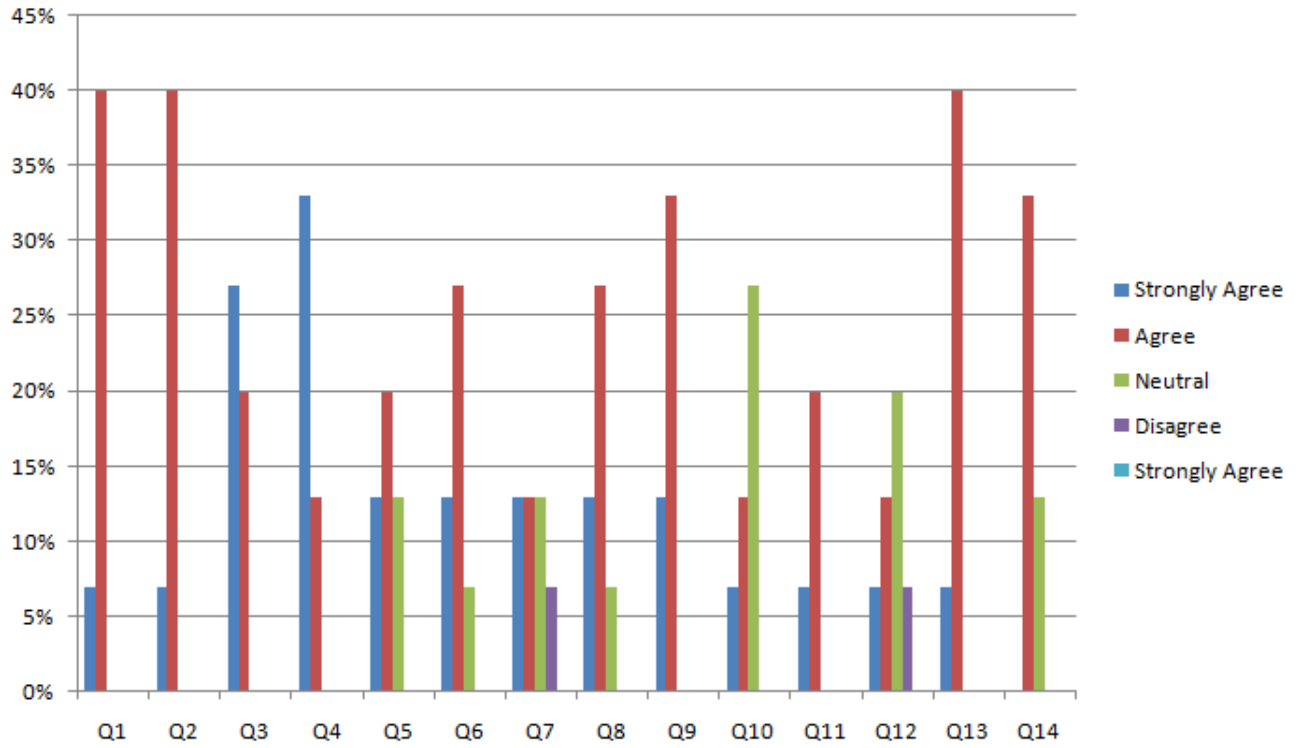


Figure.7.2-Bar Chart Showing results of Faculty Satisfactory Survey (Mathematics)

7.3-Department of Business Administration

Table 7.3- Faculty Satisfaction (Business Administration)						
SN	Questions Text Count, Percentage	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Your mix of research teaching and community service	14% (2)	64% (9)	7% (1)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	14% (2)	64% (9)	7% (1)	0% (0)	0% (0)
3	Your interaction with students.	43% (6)	36% (5)	7% (1)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	14% (2)	64% (9)	7% (1)	0% (0)	0% (0)
5	The mentoring (guidance) available to you.	29% (4)	43% (6)	7% (1)	7% (1)	0% (0)
6	Administrative support from the department.	29% (4)	43% (6)	0% (0)	14% (2)	0% (0)
7	Job security and stability at the department.	0% (0)	50% (7)	36% (5)	0% (0)	0% (0)
8	Amount of time you have for yourself and family.	0% (0)	57% (8)	14% (4)	0% (0)	0% (0)
9	The overall climate at the department.	29% (4)	43% (6)	14% (2)	0% (0)	0% (0)
10	Providing clarity about the faculty promotion process.	7% (1)	36% (5)	36% (5)	7% (1)	0% (0)
11	Your prospects for advancement and progress through ranks.	7% (1)	36% (5)	36% (5)	7% (1)	0% (0)
12	Salary and compensation package.	0% (0)	21% (3)	50% (7)	14% (2)	0% ((0)
13	Type of teaching/ research you currently do.	14% (2)	57% (8)	14% (2)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	14% (2)	43% (6)	29% (4)	0% (0)	0% (0)

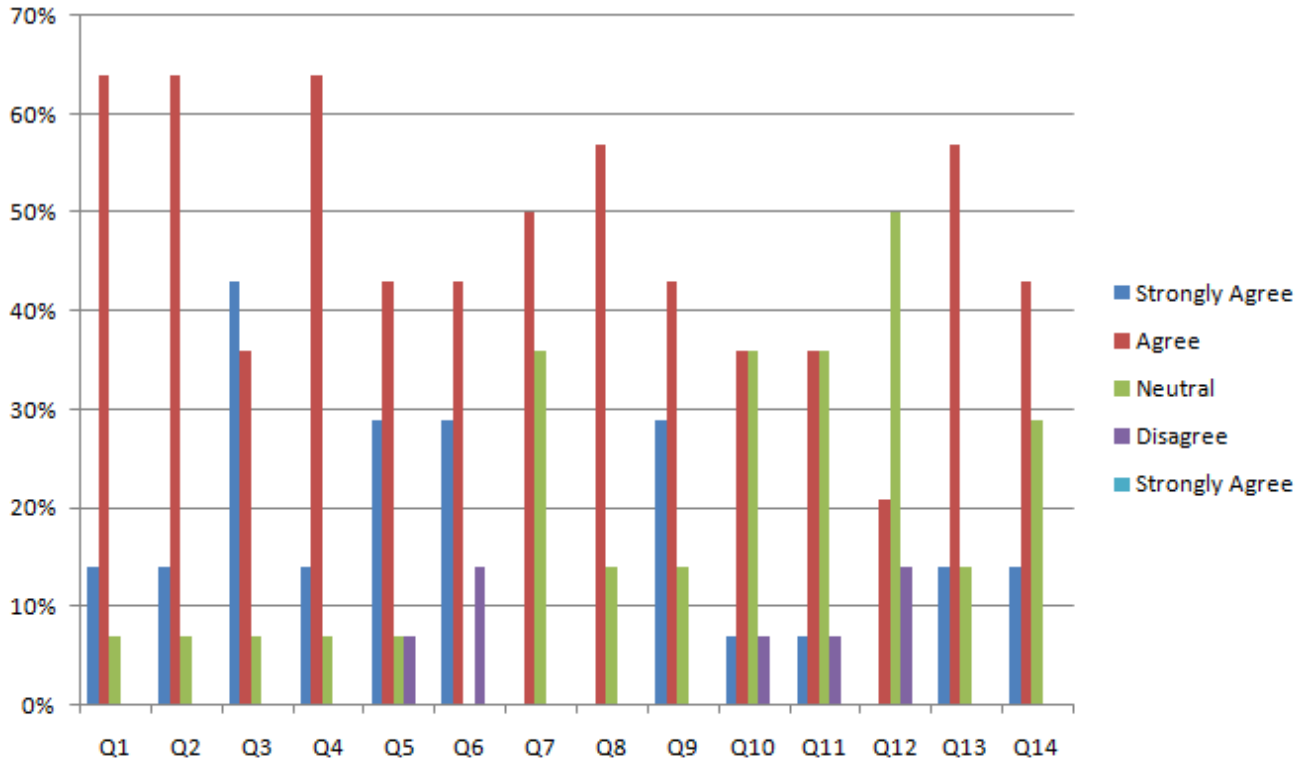


Figure.7.3-Bar Chart Showing results of Faculty Satisfactory Survey (Business Administration)

7.4-Department of Economics

Table 7.4-Faculty Satisfaction (Economics)

SN	Questions Text Count, Percentage	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Your mix of research teaching and community service	0% (0)	40% (2)	0% (0)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	0% (0)	40% (6)	0% (0)	0% (0)	0% (0)
3	Your interaction with students.	0% (0)	40% (2)	0% (0)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	0% (0)	40% (2)	0% (0)	0% (0)	0% (0)
5	The mentoring (guidance) available to you.	0% (0)	20% (1)	20% (1)	0% (0)	0% (0)
6	Administrative support from the department.	0% (0)	0% (0)	20% (1)	20% (1)	0% (0)
7	Job security and stability at the department.	0% (0)	20% (1)	0% (0)	0% (0)	20% (1)
8	Amount of time you have for yourself and family.	0% (0)	20% (1)	0% (0)	20% (1)	0% (0)
9	The overall climate at the department.	0% (0)	30% (1)	20% (1)	0% (0)	0% (0)
10	Providing clarity about the faculty promotion process.	0% (0)	0% (0)	0% (0)	20% (1)	20% (1)
11	Your prospects for advancement and progress through ranks.	0% (0)	0% (0)	0% (0)	40% (2)	0% (0)
12	Salary and compensation package.	0% (0)	2% (1)	0% (0)	0% (0)	20% ((1)
13	Type of teaching/ research you currently do.	0% (0)	40% (2)	0% (0)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	0% (0)	20% (1)	20% (1)	0% (0)	0% (0)

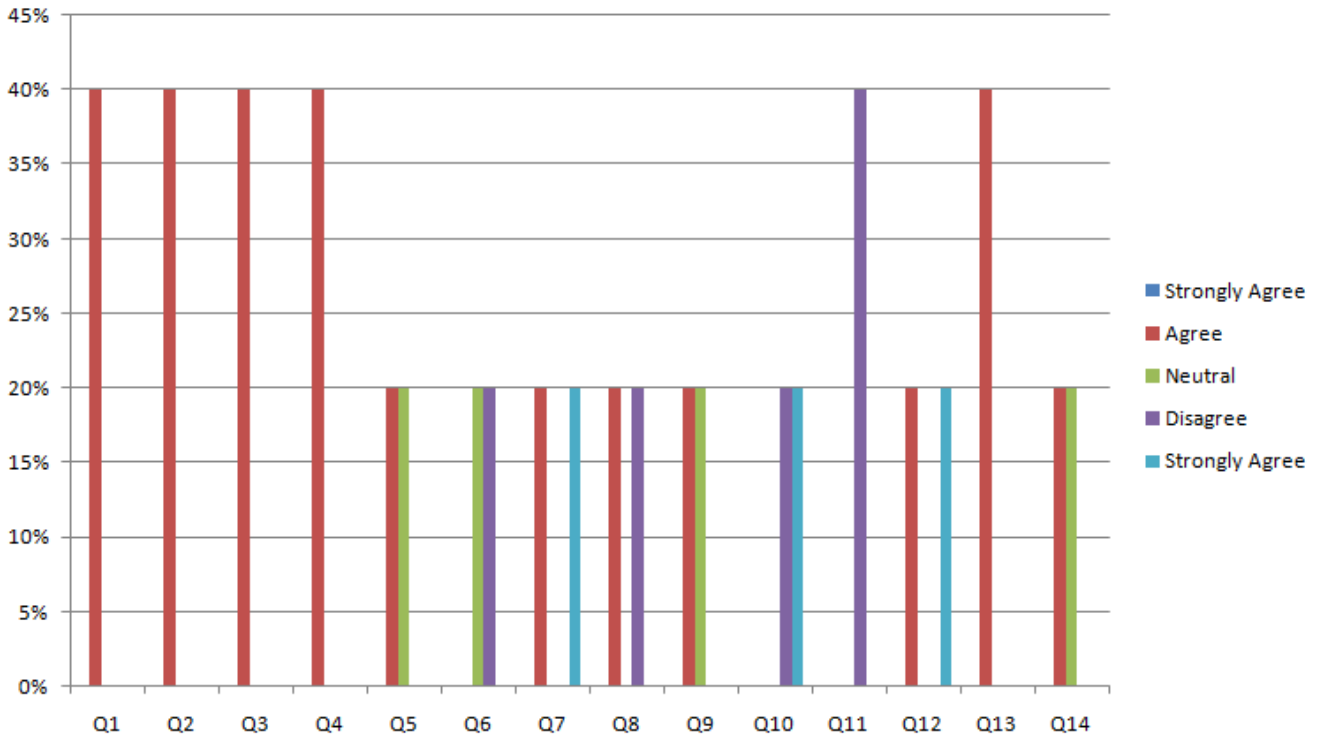


Figure.7.4-Bar Chart Showing results of Faculty Satisfactory Survey (Economics)

7.5-Department of Education

Table 7.5-Faculty Satisfaction (Education)

SN	Questions Text Count, Percentage	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Your mix of research teaching and community service	0% (0)	75% (3)	25% (2)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	0% (0)	100% (4)	0% (0)	0% (0)	0% (0)
3	Your interaction with students.	75% (3)	25% (1)	0% (0)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	100% (0)	0% (4)	0% (0)	0% (0)	0% (0)
5	The mentoring (guidance) available to you.	75% (3)	25% (1)	0% (0)	0% (0)	0% (0)
6	Administrative support from the department.	100% (4)	0% (0)	0% (0)	0% (0)	0% (0)
7	Job security and stability at the department.	0% (0)	25% (1)	25% (1)	50% (2)	0% (0)
8	Amount of time you have for yourself and family.	0% (0)	100% (4)	0% (0)	0% (0)	0% (0)
9	The overall climate at the department.	75% (3)	25% (1)	0% (0)	0% (0)	0% (0)
10	Providing clarity about the faculty promotion process.	0% (0)	25% (1)	25% (1)	50% (2)	0% (0)
11	Your prospects for advancement and progress through ranks.	0% (0)	25% (1)	50% (2)	25% (1)	0% (0)
12	Salary and compensation package.	0% (0)	0% (0)	25% (1)	50% (2)	0% (0)
13	Type of teaching/ research you currently do.	25% (1)	50% (2)	25% (1)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	25% (1)	75% (3)	0% (0)	0% (0)	0% (0)

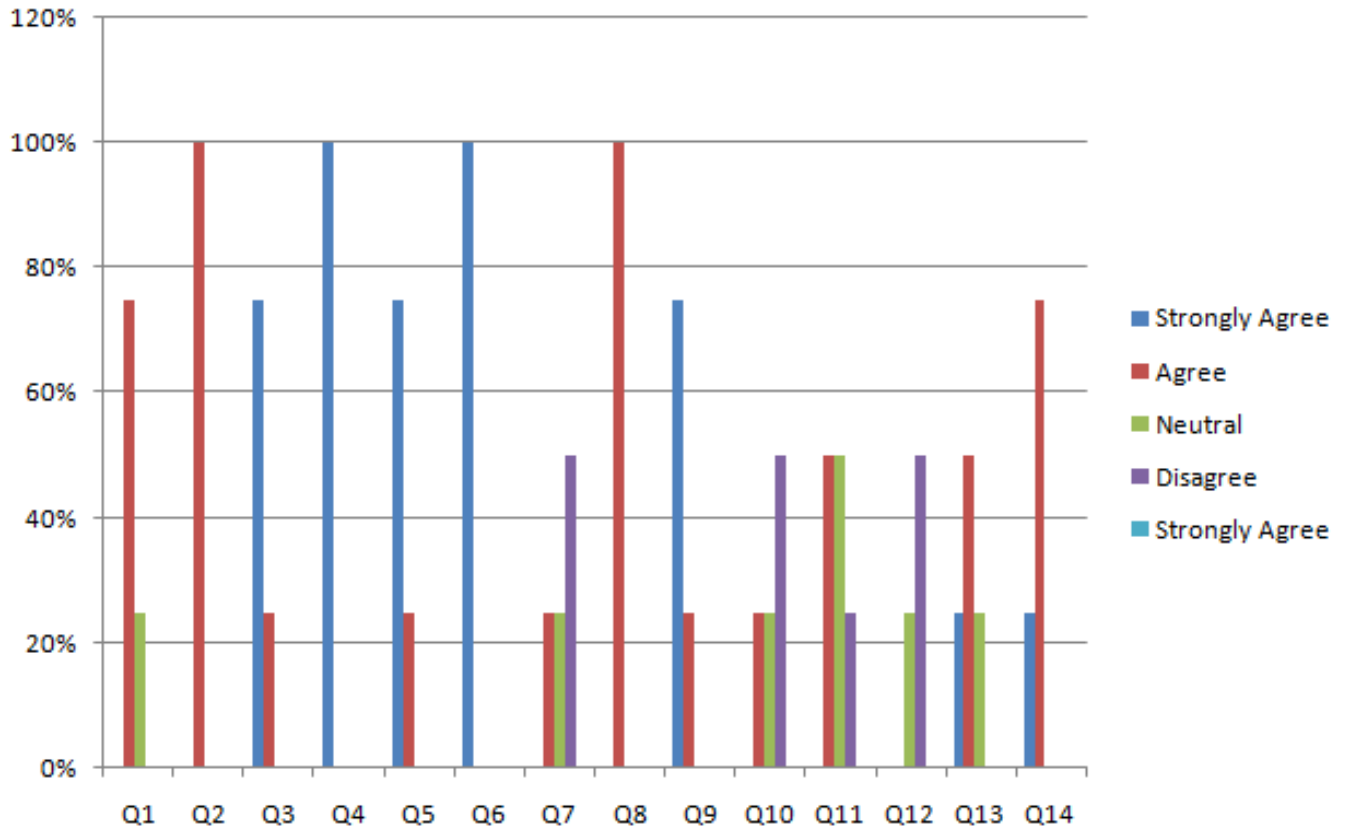


Figure.7.5-Bar Chart Showing results of Faculty Satisfactory Survey (Education)

7.6-Department of Law

Table 7.6-Faculty Satisfaction (Law)						
SN	Questions Text	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
	Count, Percentage					
1	Your mix of research teaching and community service	44% (4)	0% (0)	11% (1)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	33% (3)	11% (1)	0% (0)	11% (1)	0% (0)
3	Your interaction with students.	33% (3)	11% (1)	0% (0)	11% (1)	0% (0)
4	Cooperation you receive from colleagues.	22% (2)	11% (1)	11% (1)	0% (0)	11% (1)
5	The mentoring (guidance) available to you.	33% (3)	11% (1)	0% (0)	0% (0)	0% (0)
6	Administrative support from the department.	33% (3)	22% (2)	0% (0)	0% (0)	0% (0)
7	Job security and stability at the department.	0% (0)	33% (3)	0% (0)	11% (1)	11% (1)
8	Amount of time you have for yourself and family.	11% (1)	22% (2)	22% (2)	0% (0)	0% (0)
9	The overall climate at the department.	11% (1)	44% (4)	0% (0)	0% (0)	0% (0)
10	Providing clarity about the faculty promotion process.	0% (0)	33% (3)	22% (2)	0% (0)	0% (0)
11	Your prospects for advancement and progress through ranks.	11% (1)	44% (4)	0% (0)	0% (0)	0% (0)
12	Salary and compensation package.	0% (0)	22% (2)	22% (2)	0% (0)	0% (0)
13	Type of teaching/ research you currently do.	33% (1)	11% (1)	11% (1)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	22% (2)	33% (3)	0% (0)	0% (0)	0% (0)

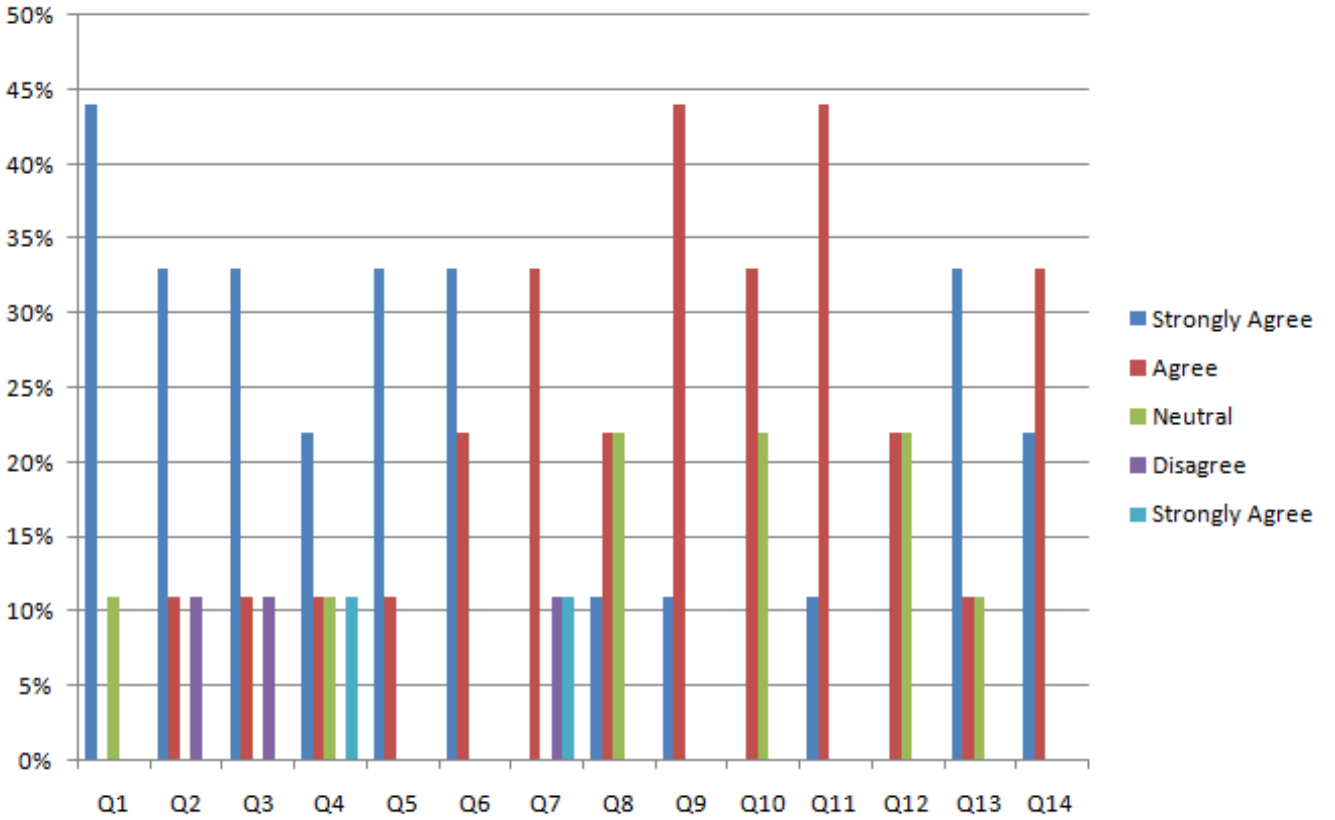


Figure.7.6-Bar Chart Showing results of Faculty Satisfactory Survey (Law)

7.7-Department of English

Table 7.7-Faculty Satisfaction (English)						
SN	Questions Text	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
	Count, Percentage					
1	Your mix of research teaching and community service	29% (4)	43% (6)	7% (1)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	36% (5)	36% (5)	7% (1)	0% (0)	0% (0)
3	Your interaction with students.	50% (7)	21% (3)	7% (1)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	36% (5)	36% (5)	7% (1)	0% (0)	0% (0)
5	The mentoring (guidance) available to you.	21% (3)	36% (5)	14% (2)	7% (1)	0% (0)
6	Administrative support from the department.	36% (5)	21% (3)	21% (3)	0% (0)	0% (0)
7	Job security and stability at the department.	21% (3)	29% (4)	21% (3)	0% (0)	7% (1)
8	Amount of time you have for yourself and family.	14% (2)	21% (3)	21% (3)	7% (1)	14% (2)
9	The overall climate at the department.	36% (5)	29% (4)	0% (0)	0% (0)	0% (0)
10	Providing clarity about the faculty promotion process.	21% (3)	14% (2)	29% (4)	0% (0)	14% (2)
11	Your prospects for advancement and progress through ranks.	14% (2)	29% (4)	29% (4)	0% (0)	7% (1)
12	Salary and compensation package.	0% (0)	0% (0)	29% (4)	29% (4)	21% (3)
13	Type of teaching/ research you currently do.	50% (7)	29% (4)	0% (0)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	43% (6)	29% (4)	7% (1)	0% (0)	0% (0)

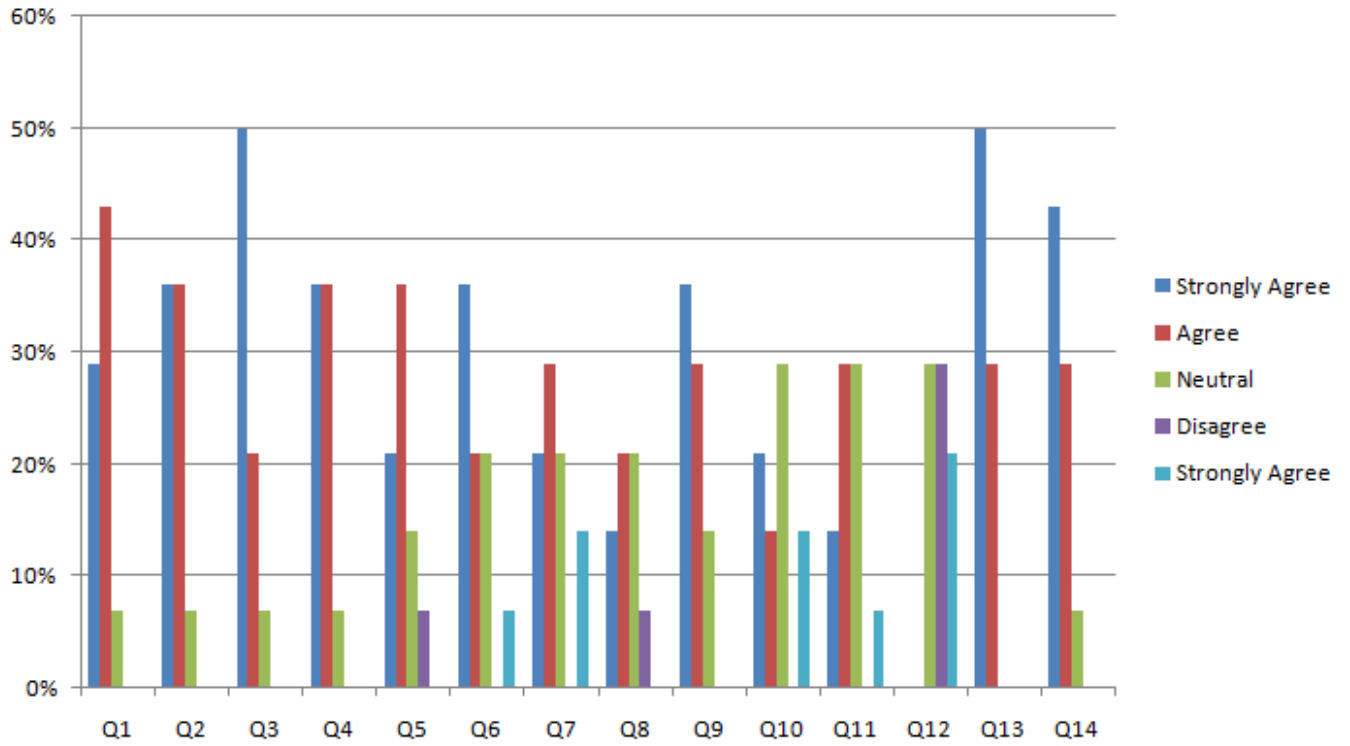


Figure.7.7-Bar Chart Showing results of Faculty Satisfactory Survey (English)

7.8-Department of Physical Education and Support Sciences

Table 7.8-Faculty Satisfaction (Physical Education and Support Sciences)						
SN	Questions Text Count, Percentage	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Your mix of research teaching and community service	50% (1)	50% (1)	0% (0)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	50% (1)	50% (1)	0% (0)	0% (0)	0% (0)
3	Your interaction with students.	50% (1)	50% (1)	0% (0)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	0% (0)	100% (2)	0% (0)	0% (0)	0% (0)
5	The mentoring (guidance) available to you.	50% (1)	50% (1)	0% (2)	0% (1)	0% (0)
6	Administrative support from the department.	50% (1)	0% (0)	0% (0)	50% (1)	0% (0)
7	Job security and stability at the department.	50% (1)	50% (1)	0% (3)	0% (0)	0% (0)
8	Amount of time you have for yourself and family.	0% (0)	50% (1)	0% (0)	0% (0)	50% (1)
9	The overall climate at the department.	0% (0)	100% (2)	0% (0)	0% (0)	0% (0)
10	Providing clarity about the faculty promotion process.	50% (3)	0% (0)	50% (1)	0% (0)	0% (0)
11	Your prospects for advancement and progress through ranks.	50% (1)	50% (1)	0% (4)	0% (0)	0% (0)
12	Salary and compensation package.	0% (0)	50% (1)	0% (0)	0% (0)	50% (1)
13	Type of teaching/ research you currently do.	50% (1)	50% (1)	0% (0)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	50% (1)	50% (1)	0% (0)	0% (0)	0% (0)

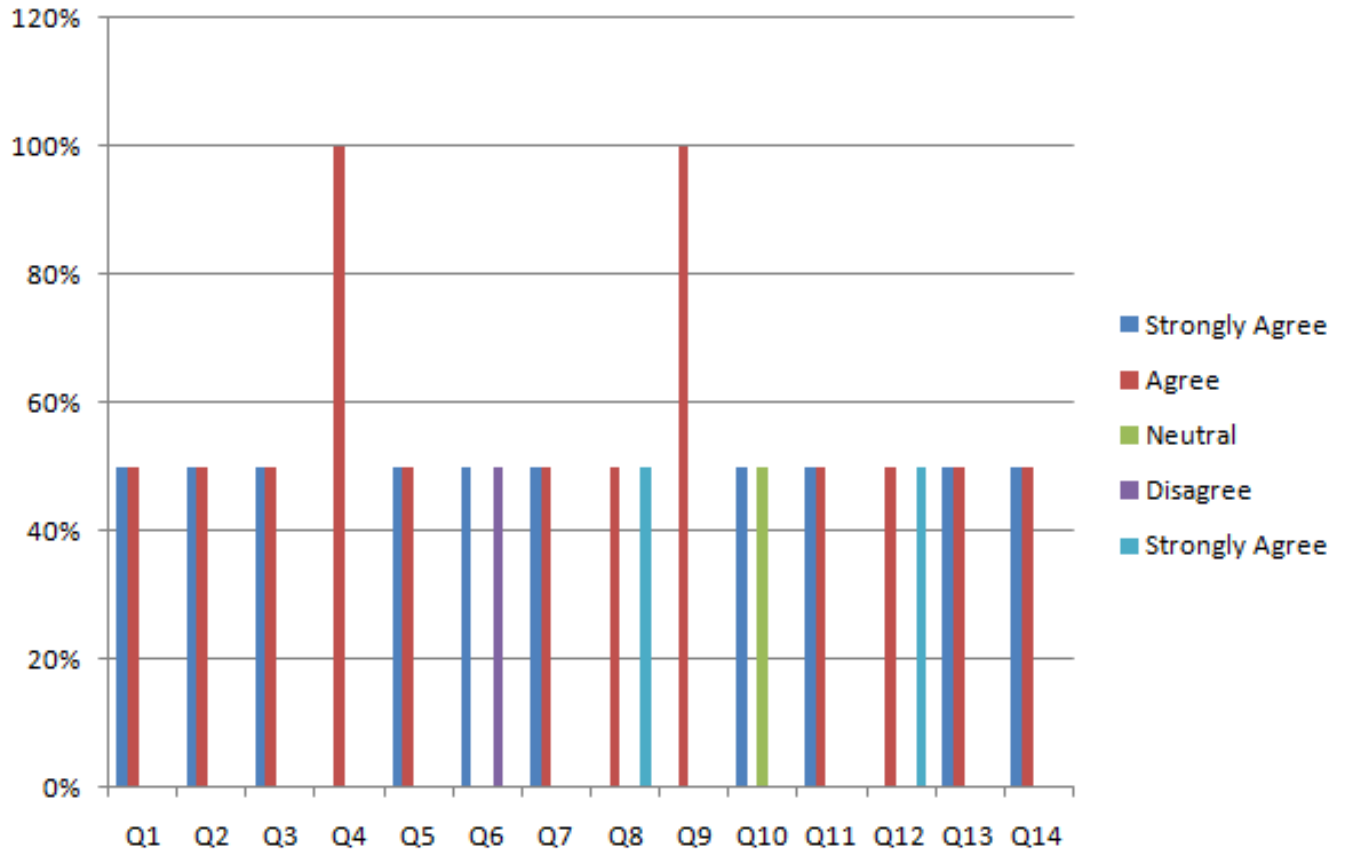


Figure.7.8-Bar Chart Showing results of Faculty Satisfactory Survey (Physical Education and Support Sciences)

7.9-Department of Mass Communication

Table 7.9-Faculty Satisfaction (Mass Communication)						
SN	Questions Text Count, Percentage	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Your mix of research teaching and community service	0% (0)	50% (3)	0% (0)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	0% (0)	50% (3)	0% (0)	0% (0)	0% (0)
3	Your interaction with students.	33% (2)	17% (1)	0% (0)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	0% (0)	17% (1)	33% (2)	17% (1)	0% (0)
5	The mentoring (guidance) available to you.	0% (0)	0% (0)	33% (2)	17% (1)	0% (0)
6	Administrative support from the department.	0% (0)	33% (2)	17% (1)	0% (0)	0% (0)
7	Job security and stability at the department.	0% (0)	0% (0)	17% (1)	17% (1)	0% (0)
8	Amount of time you have for yourself and family.	0% (0)	0% (0)	17% (1)	33% (2)	0% (0)
9	The overall climate at the department.	17% (1)	33% (2)	0% (0)	0% (0)	0% (0)
10	Providing clarity about the faculty promotion process.	0% (3)	0% (0)	17% (1)	33% (2)	0% (0)
11	Your prospects for advancement and progress through ranks.	0% (0)	17% (1)	33% (2)	0% (0)	0% (0)
12	Salary and compensation package.	0% (0)	0% (0)	0% (0)	33% (2)	17% (1)
13	Type of teaching/ research you currently do.	0% (0)	50% (3)	0% (0)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	17% (1)	33% (2)	0% (0)	0% (0)	0% (0)

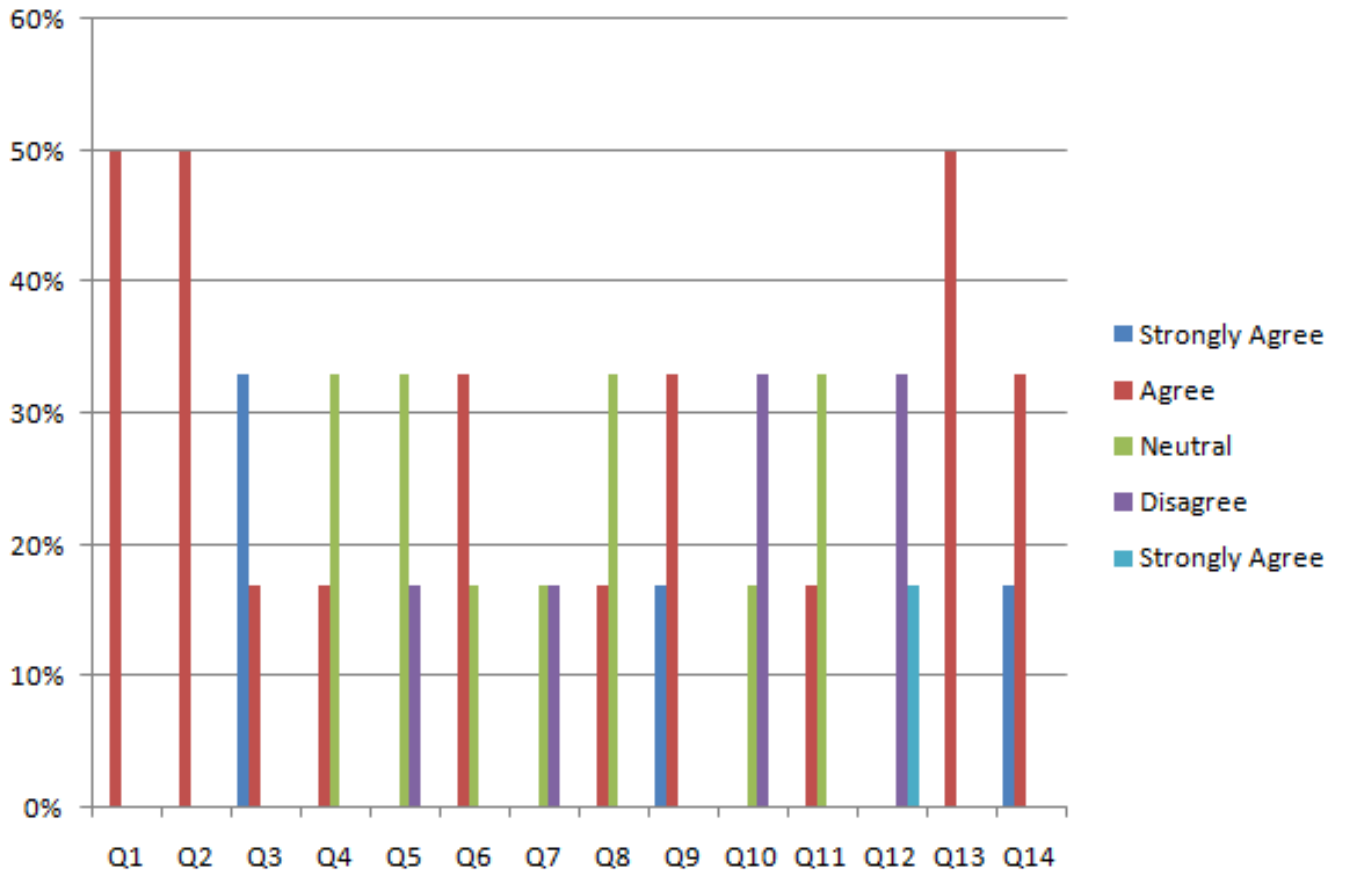


Figure.7.9-Bar Chart Showing results of Faculty Satisfactory Survey (Mass Communication)

7.10-Department of Sociology

Table 7.10-Faculty Satisfaction (Sociology)

SN	Questions Text	Count, Percentage				
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Your mix of research teaching and community service	0% (0)	67% (2)	0% (0)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	67% (2)	0% (0)	0% (0)	0% (0)	0% (0)
3	Your interaction with students.	33% (1)	33% (1)	0% (0)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	67% (2)	0% (0)	0% (0)	0% (0)	0% (0)
5	The mentoring (guidance) available to you.	67% (2)	0% (0)	0% (0)	0% (0)	0% (0)
6	Administrative support from the department.	33% (1)	33% (1)	0% (0)	0% (0)	0% (0)
7	Job security and stability at the department.	33% (1)	0% (0)	33% (1)	0% (0)	0% (0)
8	Amount of time you have for yourself and family.	0% (0)	33% (1)	33% (1)	0% (0)	0% (0)
9	The overall climate at the department.	33% (1)	33% (1)	0% (0)	0% (0)	0% (0)
10	Providing clarity about the faculty promotion process.	0% (3)	33% (1)	33% (1)	0% (0)	0% (0)
11	Your prospects for advancement and progress through ranks.	0% (0)	33% (1)	33% (1)	0% (0)	0% (0)
12	Salary and compensation package.	0% (0)	33% (1)	0% (0)	33% (1)	0% (0)
13	Type of teaching/ research you currently do.	0% (0)	67% (2)	0% (0)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	33% (1)	33% (1)	0% (0)	0% (0)	0% (0)

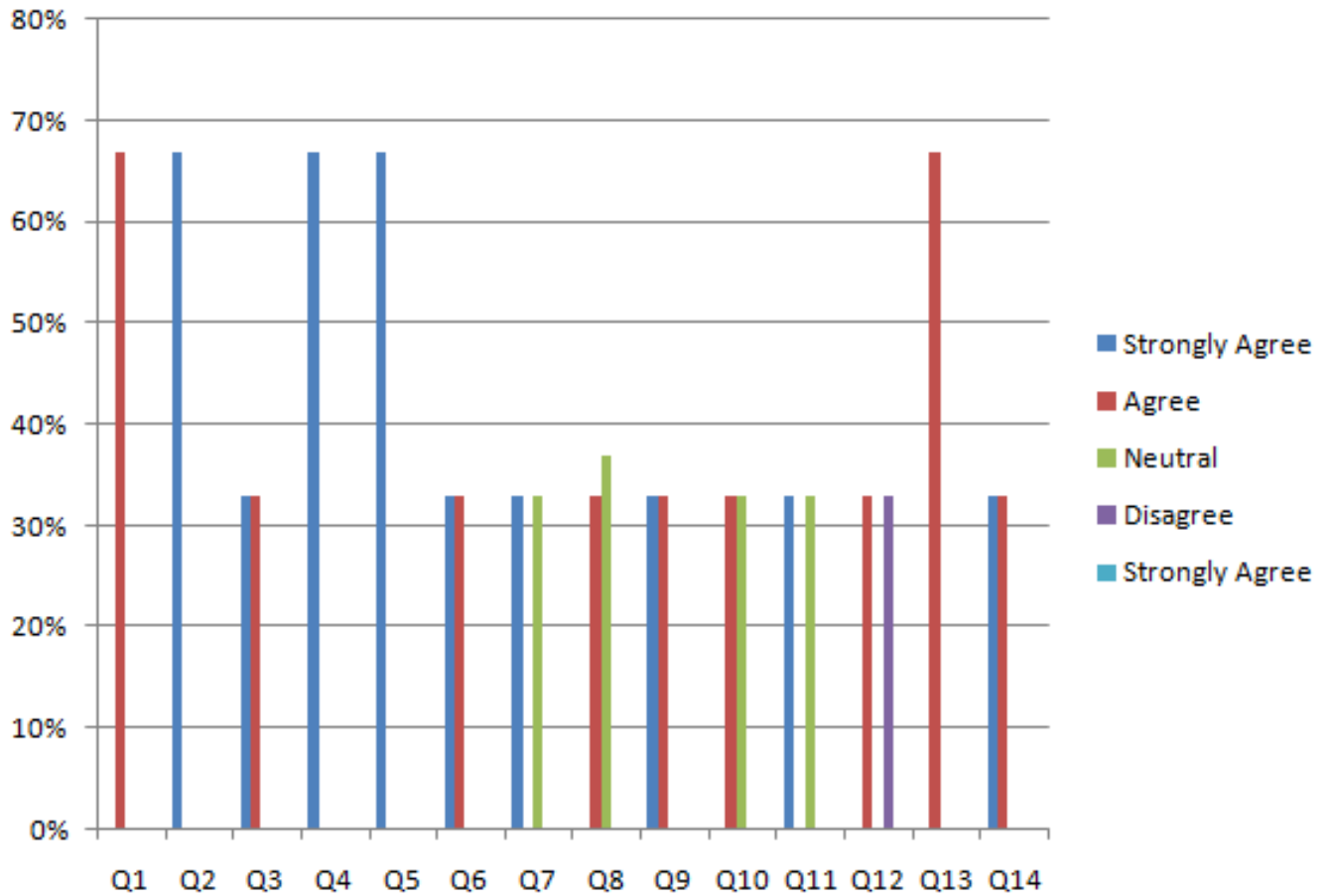


Figure.7.10-Bar Chart Showing results of Faculty Satisfactory Survey (Sociology)

7.11-Department of Psychology

Table 7.11-Faculty Satisfaction (Psychology)						
SN	Questions Text Count, Percentage	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Your mix of research teaching and community service	0% (0)	57% (4)	14% (1)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	14% (1)	3% (43)	14% (1)	0% (0)	0% (0)
3	Your interaction with students.	71% (5)	0% (0)	0% (0)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	57% (4)	14% (1)	0% (0)	0% (0)	0% (0)
5	The mentoring (guidance) available to you.	14% (1)	14% (1)	43% (3)	0% (0)	0% (0)
6	Administrative support from the department.	29% (2)	14% (1)	0% (0)	29% (2)	0% (0)
7	Job security and stability at the department.	0% (0)	43% (3)	14% (1)	14% (1)	0% (0)
8	Amount of time you have for yourself and family.	0% (0)	29% (2)	14% (1)	29% (2)	0% (0)
9	The overall climate at the department.	14% (1)	57% (4)	0% (0)	0% (0)	0% (0)
10	Providing clarity about the faculty promotion process.	14% (1)	0% (0)	14% (1)	29% (2)	14% (1)
11	Your prospects for advancement and progress through ranks.	0% (0)	29% (2)	0% (0)	43% (3)	0% (0)
12	Salary and compensation package.	0% (0)	0% (1)	0% (0)	71% (5)	0% (0)
13	Type of teaching/ research you currently do.	0% (0)	29% (2)	43% (3)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	57% (4)	14% (1)	0% (0)	0% (0)	0% (0)

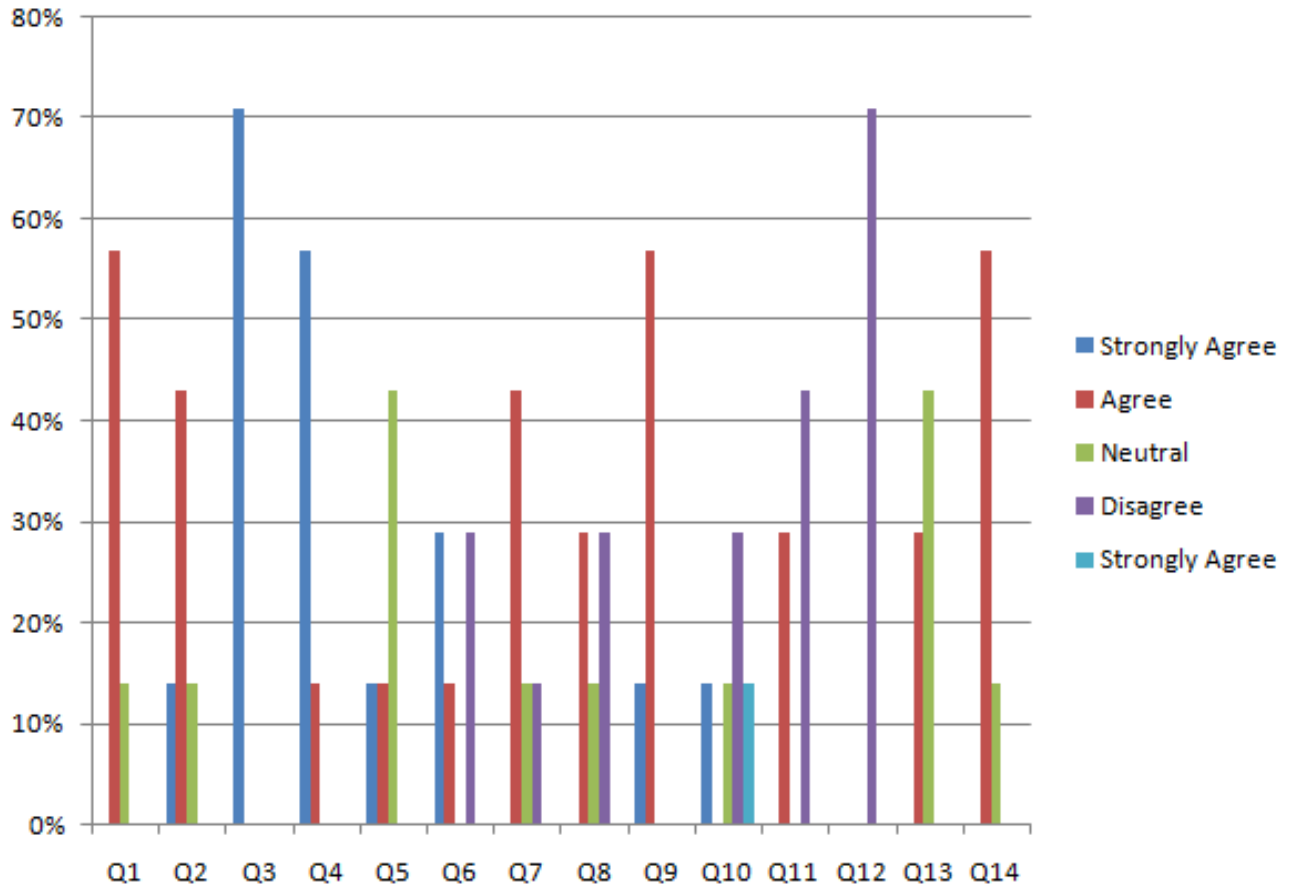


Figure.7.11-Bar Chart Showing results of Faculty Satisfactory Survey (Psychology)

7.12-Department of Urdu

Table 7.12-Faculty Satisfaction (Urdu)						
SN	Questions Text Count, Percentage	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Your mix of research teaching and community service	89% (8)	11% (1)	0% (0)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	89% (8)	11% (1)	0% (0)	0% (0)	0% (0)
3	Your interaction with students.	67% (6)	11% (1)	22% (2)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	67% (6)	22% (2)	11% (1)	0% (0)	0% (0)
5	The mentoring (guidance) available to you.	44% (4)	22% (2)	11% (1)	0% (0)	0% (0)
6	Administrative support from the department.	44% (4)	33% (3)	0% (0)	11% (1)	11% (1)
7	Job security and stability at the department.	44% (4)	33% (3)	0% (0)	0% (0)	2% (22)
8	Amount of time you have for yourself and family.	22% (2)	67% (6)	0% (0)	0% (0)	11% (1)
9	The overall climate at the department.	56% (5)	22% (2)	0% (0)	0% (0)	2% (22)
10	Providing clarity about the faculty promotion process.	44% (4)	33% (3)	0% (0)	0% (0)	0% (0)
11	Your prospects for advancement and progress through ranks.	33% (3)	44% (4)	0% (0)	0% (0)	0% (0)
12	Salary and compensation package.	22% (2)	33% (3)	0% (0)	0% (0)	0% (0)
13	Type of teaching/ research you currently do.	44% (4)	44% (4)	0% (0)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	44% (4)	33% (3)	0% (0)	0% (0)	0% (0)

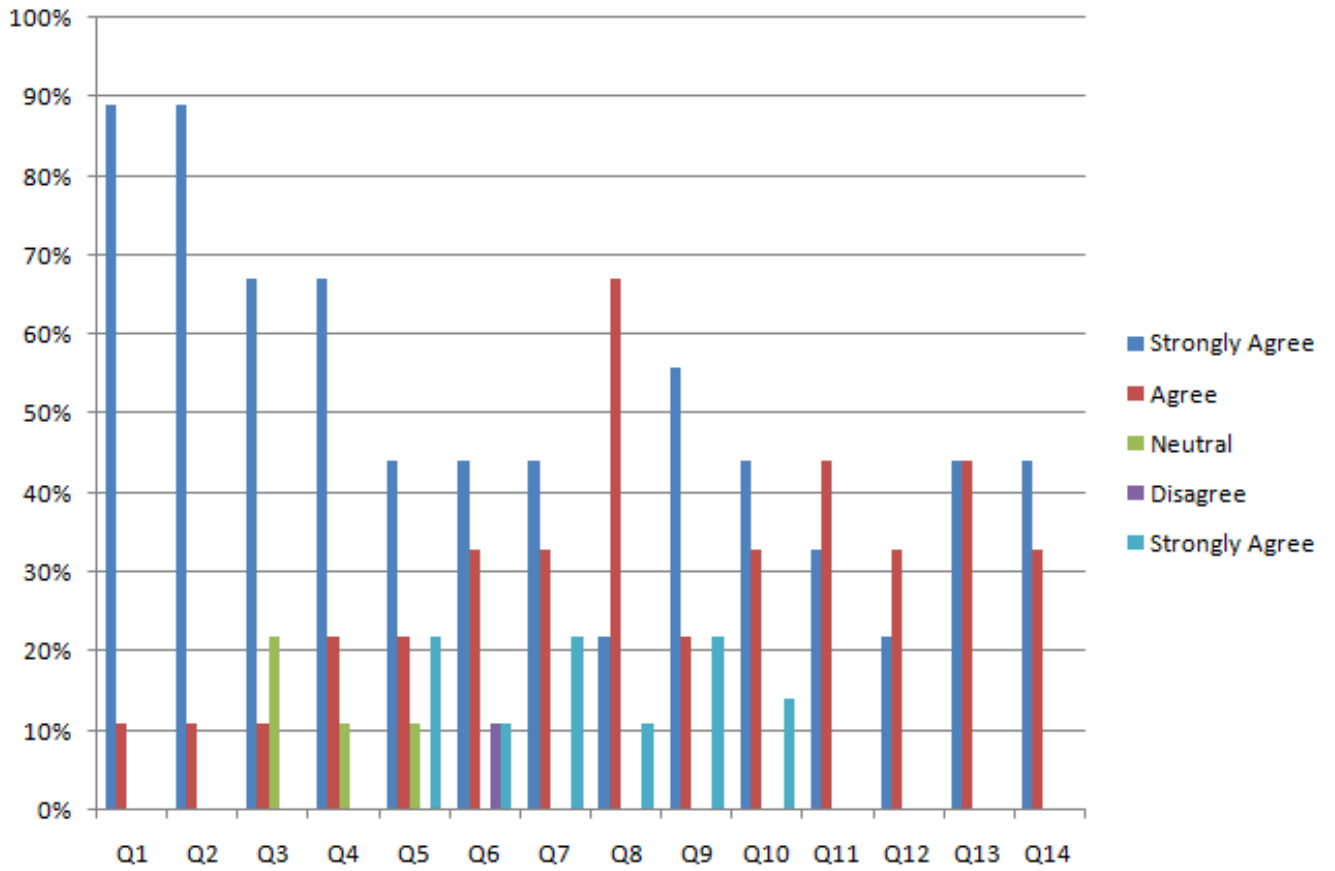


Figure.7.12-Bar Chart Showing results of Faculty Satisfactory Survey (Urdu)

7.13-Department of Islamic Study

Table 7.13-Faculty Satisfaction (Islamic Study)

SN	Questions Text Count, Percentage	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Your mix of research teaching and community service	67% (4)	33% (2)	0% (0)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	67% (4)	33% (2)	0% (0)	0% (0)	0% (0)
3	Your interaction with students.	83% (5)	0% (0)	16% (1)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	83% (5)	0% (0)	16% (1)	0% (0)	0% (0)
5	The mentoring (guidance) available to you.	67% (4)	16% (1)	16% (1)	0% (0)	0% (0)
6	Administrative support from the department.	83% (5)	16% (1)	0% (0)	0% (0)	0% (0)
7	Job security and stability at the department.	67% (4)	0% (0)	0% (0)	16% (1)	16% (1)
8	Amount of time you have for yourself and family.	50% (3)	16% (1)	33% (2)	0% (0)	0% (0)
9	The overall climate at the department.	67% (4)	16% (1)	16% (1)	0% (0)	0% (0)
10	Providing clarity about the faculty promotion process.	67% (4)	0% (0)	16% (1)	16% (1)	0% (0)
11	Your prospects for advancement and progress through ranks.	67% (4)	0% (0)	16% (1)	0% (0)	16% (1)
12	Salary and compensation package.	33% (2)	16% (1)	16% (1)	16% (1)	16% (1)
13	Type of teaching/ research you currently do.	50% (3)	33% (2)	16% (1)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	67% (4)	0% (0)	33% (2)	0% (0)	0% (0)

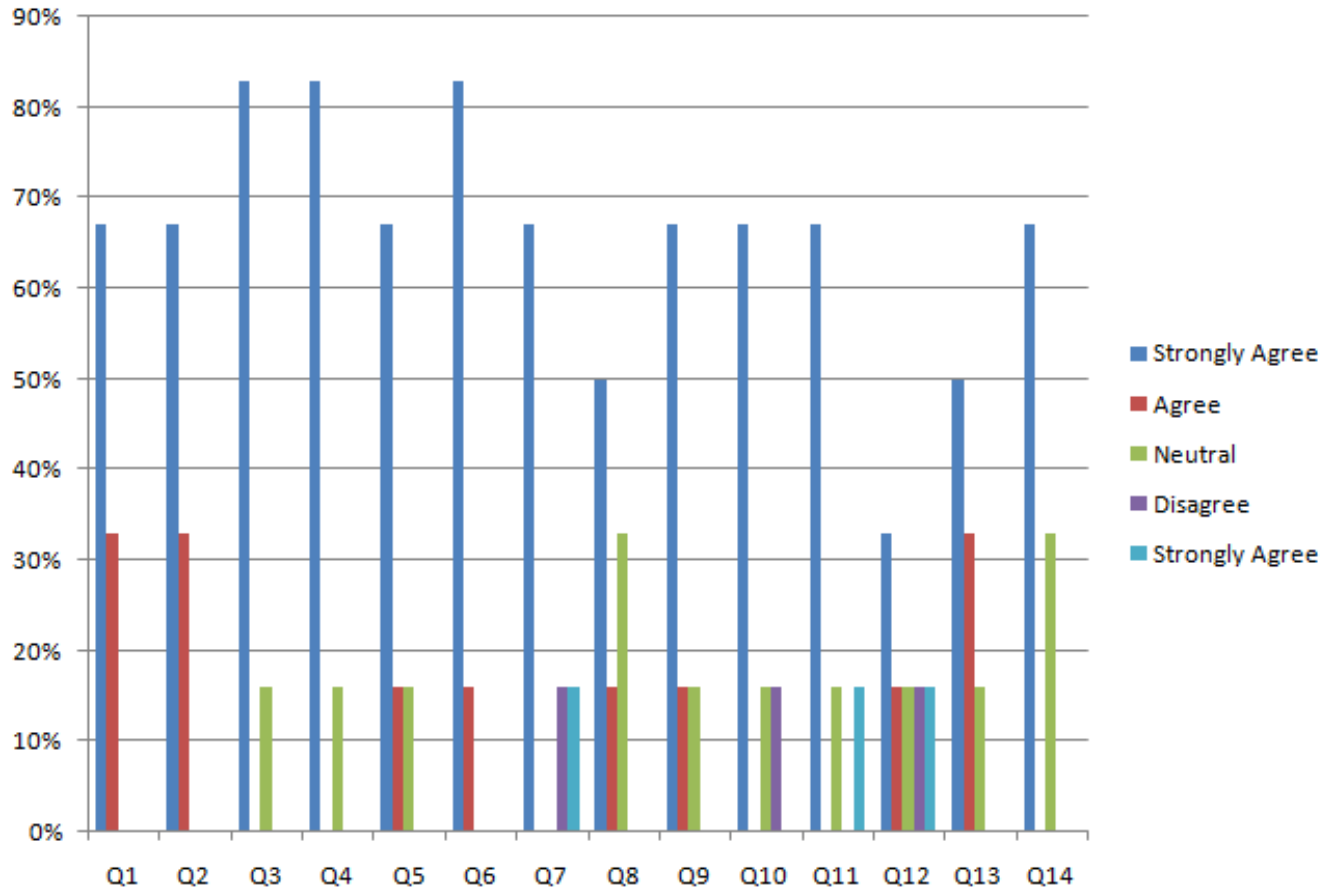


Figure.7.13-Bar Chart Showing results of Faculty Satisfactory Survey (Islamic Study)

7.14-Department of Politics and International Relation

Table 7.14 Faculty Satisfaction (International Relation)						
SN	Questions Text Count, Percentage	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Your mix of research teaching and community service	50% (3)	0% (0)	0% (0)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	67% (4)	0% (0)	0% (0)	0% (0)	0% (0)
3	Your interaction with students.	17% (1)	50% (3)	0% (0)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	33% (2)	17% (1)	0% (0)	0% (0)	0% (0)
5	The mentoring (guidance) available to you.	0% (0)	67% (4)	17% (1)	17% (1)	0% (0)
6	Administrative support from the department.	17% (1)	33% (2)	0% (0)	0% (0)	0% (0)
7	Job security and stability at the department.	0% (0)	33% (2)	33% (2)	0% (0)	0% (0)
8	Amount of time you have for yourself and family.	0% (0)	67% (4)	0% (0)	0% (0)	0% (0)
9	The overall climate at the department.	17% (1)	50% (3)	0% (0)	0% (0)	0% (0)
10	Providing clarity about the faculty promotion process.	0% (0)	33% (2)	0% (0)	17% (1)	17% (1)
11	Your prospects for advancement and progress through ranks.	0% (0)	33% (2)	33% (2)	0% (0)	0% (0)
12	Salary and compensation package.	0% (0)	17% (1)	0% (0)	17% (1)	33% (2)
13	Type of teaching/ research you currently do.	0% (0)	33% (2)	33% (2)	0% (0)	0% (0)
14	Whether the department is utilizing your experience and knowledge.	0% (0)	17% (1)	17% (1)	33% (2)	0% (0)

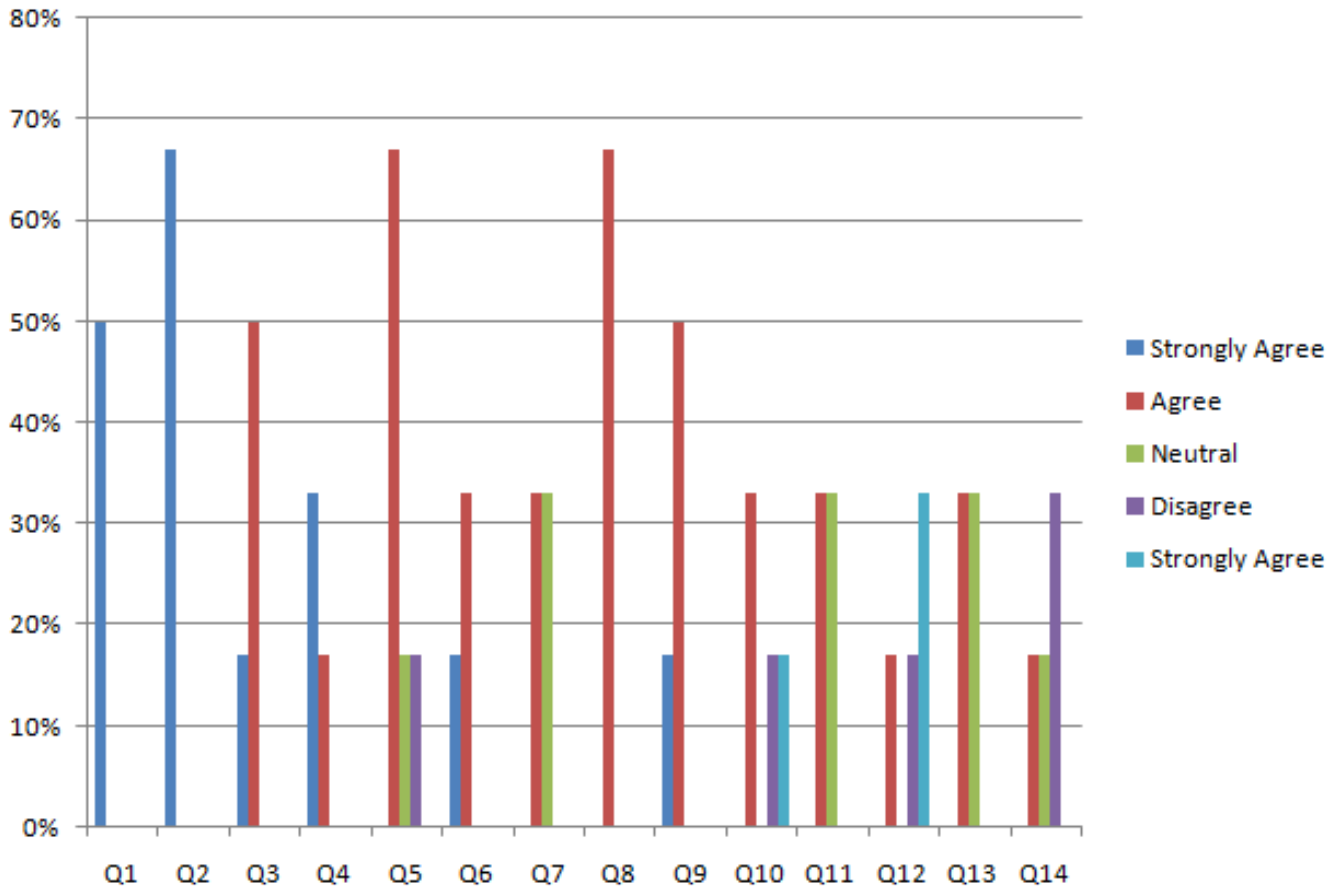


Figure.7.14-Bar Chart Showing results of Faculty Satisfactory Survey (International Relation)

7.15-Department Of Pharmacy

Table 7.15-Faculty Satisfaction (Pharmacy)

SN	Questions Text Count, Percentage	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Your mix of research teaching and community service	33% (3)	11% (1)	0% (0)	0% (0)	0% (0)
2	The intellectual stimulation of your work.	44% (4)	22% (2)	0% (0)	0% (0)	0% (0)
3	Your interaction with students.	67% (6)	0% (0)	0% (0)	0% (0)	0% (0)
4	Cooperation you receive from colleagues.	67% (6)	0% (0)	0% (0)	0% (0)	0% (0)
5	The mentoring (guidance) available to you.	44% (4)	22% (2)	0% (0)	0% (0)	0% (0)
6	Administrative support from the department.	56% (5)	11% (1)	0% (0)	0% (0)	0% (0)
7	Job security and stability at the department.	0% (0)	67% (6)	0% (0)	0% (0)	0% (0)
8	Amount of time you have for yourself and family.	22% (2)	22% (2)	0% (0)	22% (2)	0% (0)
9	The overall climate at the department.	0% (0)	22% (2)	44% (4)	0% (0)	0% (0)
10	Providing clarity about the faculty promotion process.	0% (0)	67% (6)	0% (0)	0% (0)	0% (0)
11	Your prospects for advancement and progress through ranks.	0% (0)	56% (5)	11% (1)	0% (0)	0% (0)
12	Salary and compensation package.	0% (0)	22% (2)	22% (2)	22% (2)	0% (0)
13	Type of teaching/ research you currently do.	0% (0)	22% (2)	22% (2)	11% (1)	11% (1)
14	Whether the department is utilizing your experience and knowledge.	44% (4)	0% (0)	22% (2)	0% (0)	0% (0)

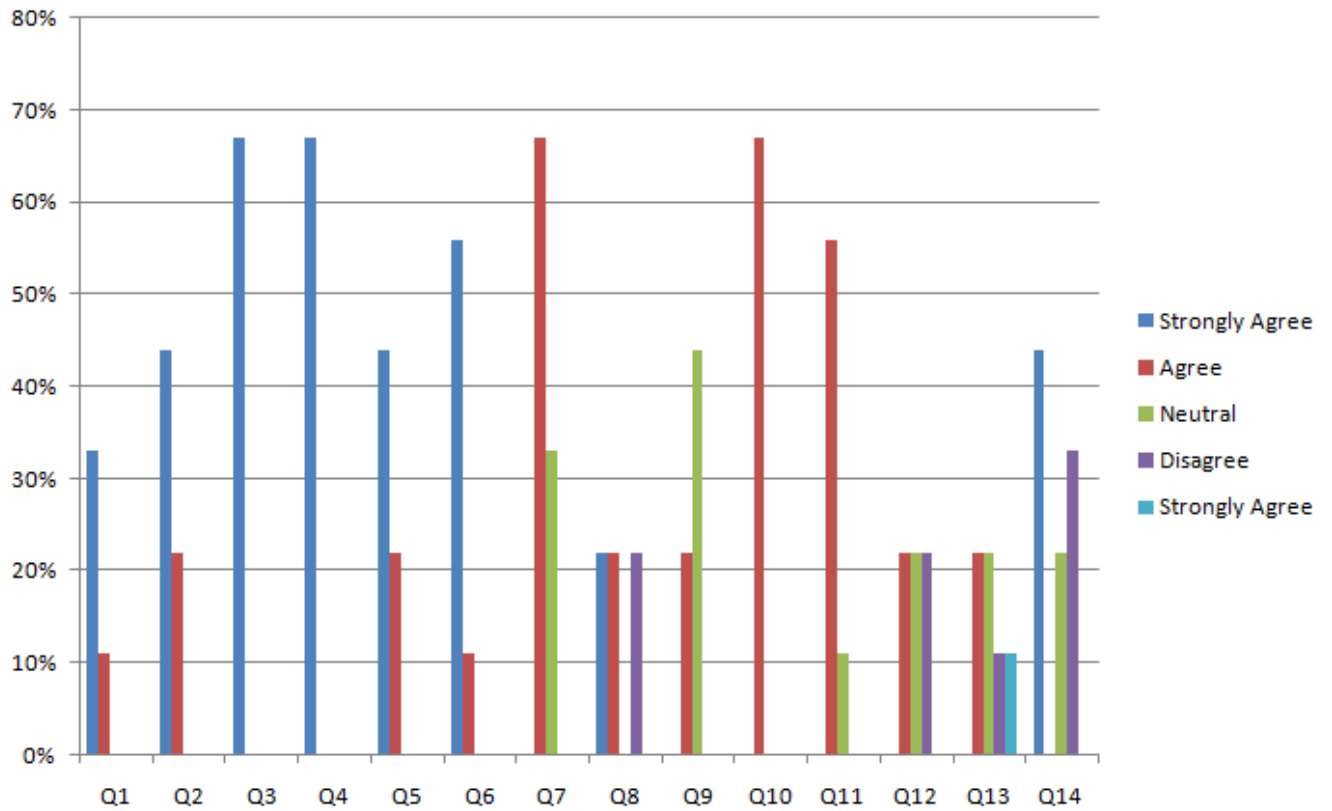


Figure.7.15-Bar Chart Showing results of Faculty Satisfactory Survey (Pharmacy)

COMMENTS

- 1 What are the best programs/ factors currently available in your department that enhance your motivation and job satisfaction?
- 2 Suggest programs/ factors that could improve your motivation and job satisfaction?

Mostly Comments are based on suggestions, which are classified (department wise) for your convenience.

SN	Department	Comments /Suggestions
1	Department of Urdu	<ul style="list-style-type: none"> i. M.Phil Urdu Program & Lanching of new Research Journal Navisht ii. M.Phil. program and Literary Societies are enhancing my motivation for this job. iii. OCB Programs, Digital Research skills, and moderate internments improve my motivation about this job.
2	Department of IT & CS	<ul style="list-style-type: none"> i. IT Department is well growing program in the worldwide, but here in LLU the availability of the LABs are unsatisfactory. So for that purpose, the university management are required to create and maintain the LABs according to the market in order to pursuit more and more students, and motivate the faculty. ii. Teaching advanced level subject has greater importance that enhances motivation iii. The overall environment of the department is friendly. Each faculty member is there to assist any person with any query. iv. Availability of appropriate working tools that can support teaching in a class.
3	Physical Education & Sports sciences	Sports Activities
4	Psychology	<ul style="list-style-type: none"> i. Group work ii. The best factors of my motivation are my inspirational colleagues and the amount of respect students pay iii. Timely salary on time. 2. Allowance on extra work. 3. Pick and drop or travel allowance 4. Skills enhancement training program.
5	Mathematics	<ul style="list-style-type: none"> i. non-academic and administrative responsibilities ii. At Teaching Level: A reasonable percentage of students is eager to learn, make good queries and respond well. Atmosphere at the

		<p>department is very amicable. At Directorate Level: Good opportunities for contribution. Excellent cooperation from colleagues and higher authorities. A sense of satisfaction in utilizing the experience. The University is a pleasant place with a touch of Islamic values, which provides a sense of self actualization.</p> <p>iii. At Teaching Level: Launching PhD program. Launching a research journal. At Directorate Level: Provision of at least one more full time support staff for the Directorate. Availability of infrastructure for maintaining record of documents. Introduction of filing system at all levels. Implementation of academic rules through LMS.</p>
6	Department of Education	<p>i. Cooperative atmosphere among faculty members in the Department.</p> <p>ii. First of all salary package should be settled according to my designation (HEC suggested). Salary should be given in time.</p> <p>iii. salary packages and clear promotion process could improve the motivation level</p>
7	Department of Law	<p>i. Teaching on the research/ Professional basis</p> <p>ii. Need highly qualified teachers, Coordination with other departments, all teachers follow same methodology.</p> <p>iii. Establishment of Law clinic</p>
8	Department of English	<p>i. Research oriented programs, character building, and overall nation building program must be launched in the university.</p> <p>ii. Research oriented programs can enhance motivation level of the faculty members. A part from this, the most important issue (salary issue) related to the basic rights of the employees must also be addressed by the administration. It would be helpful for sustainability of the faculty members at Lahore Leads University.</p> <p>iii. cooperative colleagues, optimistic and mentor-like chairperson, progressive and competitive atmosphere</p>
9	Department of Politics & IR	<p>i. Pay on time</p> <p>ii. M.Phill</p> <p>iii. Health insurance programs, etc</p>
10	Department of Mass Communication	<p>i. satisfied only because of departmental good environment</p> <p>ii. salary on time and award on publications</p>

		iii. University should start different certifications in media related jobs.
11	Department of Sociology	i. support friendly environment ii. focus on research iii. Promotion and compensation

THE QUALITY ENHANCEMENT CELL (QEC)

Introduction:

To uphold the quality of higher education, LEADS University instituted The Quality Enhancement Cell (QEC) in 14 July 2011 as per orders from Higher Education Commission (HEC). This cell at LEADS University is accountable to develop a methodical and efficient approach to monitor and report the quality of the University's academia. The operational function of this particular cell is to enhance, evaluate and augment the quality of academic core curriculum and learning; research and examination; management and departmental execution. To confront the rising global academic change, QEC aims at adopting the best strategies to convene the international academic standards of higher education. Moreover, it is designed to reinforce the research trends, ethical research module, and internal managerial goals.

Responsibilities of Quality Enhancement Cell (QEC):

- Ensuring improved and safeguarded standards of awarded degrees.
- Reviewing the quality of coaching, teaching, and learning in each subject area.
- To set policy standards to be carried out by each department as a point of reference.
- Setting out the qualification framework (attributes and abilities of students) and curriculum roadmaps for offered programs.

Accreditations & Affiliations

- Higher Education Commission (HEC)
- Punjab Higher Education Commission (PHEC)

- Higher Education Department (HED), Government of the Punjab
- Pakistan Engineering Council (PEC)
- National Computing Education Accreditation Council (NCEAC)

QEC Staff Profiles:

Director Director:

Dr. Muhammad Afzaal is an Associate Professor and Serving as a director in Quality Enhancement Cell at Lahore Leads University.

Deputy Director

Dr. Hafiz Muhammad Qasim is the Assistant Professor and serving as Deputy Director in Quality Enhancement Cell as he has excellent work experience.

Assistant Director

Miss. Shazia Sarwar Wattoo is MPhil in Chemistry, Forman Christian College (A Chartered University) Lahore. She is currently enrolled in PhD (Chemistry) in Forman Christian College (A Chartered University) Lahore. She has been previously working as visiting lecturer in University of Education and Minhaj University Lahore. She has more than six month of working experience in Quality Enhancement Cell in Forman Christian College (A Chartered University) Lahore.