Supplementary Appendices: Organizational DNA and Academic Sustainability

Supplementary Information

Appendix A Instruments as administered

A.1 Demographic items

1. University type: Public / Private / National (*Ahliyya*) — reported as Regimes A, B and C.
2. Faculty type — analysed as Humanities & Social Sciences vs. STEM. The coded analysis variable has two categories (1 = Humanities and Social Sciences; 2 = STEM). The supplied English questionnaire, however, lists Arts and Humanities, Social Science, and STEM as three separate response options. The administered Arabic response options cannot be established from that English document alone.
3. Academic rank: Lecturer (Assistant Professor) / Associate Professor / Professor. The source data contain four rank codes, including code 4 (identified by the accompanying audit as Assistant Lecturer / Demonstrator), whereas the supplied English instrument lists only three academic ranks. The exact administered Arabic option corresponding to code 4 is not independently documented here. Original response codes were 1 = Lecturer (Assistant Professor), 2 = Associate Professor, 3 = Full Professor and 4 = Assistant Lecturer / Demonstrator. Codes 1 and 4 were pooled for the reported three-category rank variable. As code 4 may represent pre-faculty appointments, the combined category should not be interpreted as consisting entirely of faculty with independent voting rights.
4. Administrative position: 0 = None ($n = 378$); 1 = Head of Department ($n = 100$); 2 = Vice Dean / Dean ($n = 54$).

A.2 Survey items

Response scale: 1 = strongly disagree, 2 = disagree, 3 = neutral, 4 = agree, 5 = strongly agree. Items marked † are negatively worded; they were reverse-scored and then excluded from all analyses (see the manuscript item-purification section and Appendix D). Codes in brackets are those used in Appendix C.

Q	Item	Code
Organizational DNA — Decision Rights		
1	I have sufficient authority to develop the scientific content of my courses flexibly.	DR1
2	Department council decisions are approved by faculty leadership without hindering modifications.	DR2
3	I clearly know the limits of my responsibilities and the decisions I can make independently.	DR3
4	Decisions pile up in the Dean's or Vice-Dean's office (high centralization).†	excl.
5	I actively participate in making strategic decisions for the faculty.	DR4
6	Procedures for forming viva and examination committees are fast and flexible.	DR5
Organizational DNA — Information Flow		
7	I receive information and new university regulations clearly and on time.	IF1
8	Information is transparently transmitted from senior management to scientific departments.	IF2
9	Effective channels exist to share research ideas and expertise across departments.	IF3
10	I rely on "rumors" to know what is happening due to the absence of official channels.†	excl.
11	The faculty provides an accessible database regarding research opportunities and grants.	IF4
12	There is a clear mechanism for faculty members to submit complaints and get feedback.	IF5
Organizational DNA — Motivators		
13	The rewards and promotion system is truly linked to performance and research quality.	MO1
14	Individual initiatives and extra efforts are fairly recognized (materially and morally).	MO2
15	Nepotism/favoritism affects appointments and committees more than competence.†	excl.
16	The current work climate motivates me to exert effort beyond the basic job description.	MO3
17	Research achievements (e.g., international publishing) receive more recognition than routine work.	MO4
18	I am satisfied with the fairness of teaching and supervision load distribution.	MO5
Organizational DNA — Structure		
19	The organizational structure allows for forming cross-disciplinary research teams easily.	ST1
20	Committees and councils consume significant time without producing effective decisions.†	excl.

Q	Item	Code
21	The hierarchy facilitates workflow and does not constitute a bureaucratic obstacle (red tape).	ST2
22	Coordination between departments (Graduate Studies, Student Affairs, etc.) is seamless.	ST3
23	The administrative structure responds quickly to changes (e.g., quality assurance, digitalization).	ST4
24	Flexible boundaries between departments encourage interdisciplinary research.	ST5
Academic Sustainability — Institutional Resilience		
25	The faculty effectively maintained educational quality during emergencies and crises.	IR1
26	The faculty has ready-made contingency plans for sudden changes (resource shortages, etc.).	IR2
27	Faculty management responds quickly to resolve emerging student or faculty problems.	IR3
28	The infrastructure is capable of accommodating modern shifts in teaching methods.	IR4
29	Institutional errors are treated as learning opportunities, not just for punishment.	IR5
Academic Sustainability — Knowledge Continuity		
30	A second and third generation of researchers is being prepared efficiently for the future.	KC1
31	The faculty provides an attractive environment that prevents “brain drain” to other entities.	KC2
32	Effective mentoring mechanisms exist to transfer expertise from senior to junior faculty.	KC3
33	Research work is institutional and continuous; it does not collapse if specific individuals leave.	KC4
34	The faculty invests in continuous professional development programs for its members.	KC5
Academic Sustainability — Employability Sustainability		
35	Regulations and curricula are updated regularly to keep pace with global labor market shifts.	ES1
36	Our graduates enjoy a competitive reputation and high demand in the labor market.	ES2
37	There are real and effective partnerships between the faculty and labor market institutions.	ES3
38	Academic programs focus on future skills (critical thinking, digitalization) rather than rote learning.	ES4

Q	Item	Code
39	The faculty has a system to track alumni and measure employer satisfaction.	ES5

A.3 Interview guide (senior academic leaders)

1. **Opening.** What distinctive "trait" makes your faculty unique compared with its peers? If you had to describe the spirit of the faculty in one word (formal, family-like, competitive), what would it be, and why?
2. **Decision rights.** Which decisions do you wish were fully delegated to departments? Do current regulations "tie your hands" regarding innovation?
3. **Routine vs. strategy.** Do you spend more time "extinguishing daily fires" than on strategic planning?
4. **Information credibility.** How do you ensure that reports submitted to you reflect reality without "window dressing"?
5. **Motivators.** Beyond financial incentives, what drives a professor to keep excelling after reaching full professorship?
6. **Resilience.** What is the most important lesson your institution learned from COVID-19 or economic crises?
7. **Knowledge continuity.** Are you confident that a "second tier" of leaders exists to carry the torch?
8. **Employability.** How do you ensure that graduates' skills will not expire within five years?
9. **Transformation question.** If you had a "genetic scissor" to change one established norm in the organizational culture of Egyptian universities, what would it be and why?

Appendix B Original respondent-level data (all 532 records)

The complete original 52-column worksheet is reproduced in four successive panels below. Within each panel, the row identifier (001–532) refers to the same original worksheet record. All 532 responses are included; no sampling or rounding has been applied. The source contains institutional and employment descriptors and should not be publicly deposited until the approved consent terms and disclosure risk have been assessed. Variables bearing `_R` are the reverse-worded fields in the supplied original workbook, and are not included in the purified ODNA composites. A machine-readable copy is provided as `ODNA_Raw_532_Records_As_Supplied.csv`.

Raw data panel 1 (columns 1–13 of 52)

ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
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2	3	2	2	0	3	3	3	4	3	4	20	2	2
3	1	2	1	0	3	3	4	3	3	3	19	4	5
4	1	2	1	1	4	3	4	1	3	3	18	4	4
5	1	1	1	0	3	3	4	3	3	3	19	3	3
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7	2	1	4	0	2	2	2	5	2	1	14	3	2
8	1	2	1	0	3	4	3	2	3	3	18	4	3
9	2	2	4	0	3	3	3	4	4	4	21	4	4
10	3	2	2	0	5	4	4	3	4	4	24	4	4
11	1	1	1	0	3	2	3	2	2	3	15	3	4
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13	1	1	1	1	2	2	3	2	2	3	14	4	4
14	3	2	1	0	2	2	2	4	2	2	14	3	3
15	2	2	3	0	4	4	4	4	4	5	25	4	5
16	2	2	3	0	4	4	3	4	3	4	22	5	5
17	3	1	4	0	3	3	4	3	3	3	19	5	4
18	1	2	1	1	3	3	2	2	2	2	14	4	4
19	2	1	1	1	4	4	4	3	4	4	23	4	4
20	2	2	4	0	5	5	4	2	5	4	25	5	5
21	3	1	1	2	5	5	5	3	5	5	28	4	4
22	1	1	4	0	3	3	3	1	3	2	15	3	3
23	1	2	2	0	3	3	3	2	4	3	18	2	3
24	2	2	1	0	4	4	4	5	5	5	27	3	3
25	1	2	4	0	4	5	5	2	4	5	25	4	3
26	3	1	2	1	3	3	4	3	3	3	19	4	3
27	3	1	1	2	4	4	4	3	3	4	22	3	3
28	3	2	2	2	3	3	3	3	3	3	18	4	3
29	3	1	4	0	5	5	5	2	5	5	27	5	5
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32	1	2	1	0	3	3	3	2	3	3	17	2	2
33	1	2	2	0	3	3	3	1	3	4	17	4	4
34	1	1	1	0	3	3	3	1	3	3	16	4	4

ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
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37	1	1	2	0	3	2	3	2	4	3	17	3	3
38	1	2	1	0	3	3	3	2	3	3	17	3	3
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40	3	1	2	0	4	4	4	4	4	4	24	4	5
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46	2	2	2	0	4	4	4	4	4	4	24	4	4
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69	1	1	2	0	3	3	3	2	3	2	16	3	3
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ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
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76	3	2	1	2	4	4	4	3	4	4	23	3	4
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84	1	1	2	0	4	3	3	2	3	3	18	3	3
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ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
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142	2	1	4	0	3	3	3	3	3	3	18	3	3

ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
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148	1	2	1	1	3	3	3	3	3	3	18	2	2
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167	2	2	3	0	4	4	4	4	4	4	24	4	4
168	1	1	4	0	5	4	4	1	4	4	22	3	4
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ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
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181	1	2	2	0	3	2	2	1	3	2	13	2	2
182	1	1	4	0	3	2	3	2	3	2	15	3	4
183	3	1	4	0	2	2	3	4	2	2	15	2	2
184	3	1	1	1	3	3	2	4	2	3	17	2	3
185	1	2	1	0	2	3	2	4	2	3	16	2	2
186	3	2	1	0	3	3	4	4	2	3	19	3	4
187	2	1	1	0	3	3	3	4	3	3	19	3	3
188	1	1	1	0	2	3	2	2	3	2	14	2	2
189	1	1	3	1	1	1	2	3	2	2	11	2	1
190	1	1	2	0	4	3	4	1	4	4	20	4	4
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192	3	1	3	0	4	4	4	4	4	4	24	4	3
193	2	1	3	0	4	3	3	4	4	4	22	3	3
194	1	2	2	0	2	2	2	2	3	2	13	3	3
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202	1	1	2	0	3	3	2	1	3	3	15	3	3
203	2	2	1	0	3	3	3	4	3	3	19	2	2
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208	2	2	3	0	3	3	3	4	2	3	18	4	4
209	1	2	2	0	2	2	3	2	3	2	14	3	3
210	2	1	2	0	4	4	4	4	4	4	24	5	4
211	2	1	2	0	4	3	3	3	3	3	19	4	3
212	1	2	1	2	2	2	2	3	2	3	14	3	2
213	2	1	1	0	2	2	2	4	2	2	14	3	3
214	2	2	1	2	3	2	3	3	2	3	16	3	3

ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
215	1	1	4	0	4	4	5	2	4	4	23	5	5
216	2	2	1	2	3	2	1	5	2	1	14	2	2
217	1	1	2	0	2	3	2	2	3	3	15	3	4
218	1	2	4	0	3	3	3	1	2	3	15	3	3
219	2	1	4	0	5	4	5	4	5	4	27	4	5
220	1	1	4	1	2	3	2	3	3	2	15	2	2
221	2	1	2	0	5	4	4	3	4	4	24	3	4
222	1	2	4	0	3	3	3	3	3	3	18	3	4
223	1	1	1	0	2	2	2	2	2	2	12	3	3
224	1	1	4	0	3	3	3	2	4	4	19	4	4
225	2	2	2	0	4	4	4	4	5	4	25	3	4
226	1	1	1	0	3	4	4	2	3	4	20	4	4
227	1	1	3	0	3	4	4	3	4	3	21	3	2
228	1	2	1	2	4	4	4	1	5	5	23	2	2
229	2	1	4	0	3	3	3	5	3	4	21	2	2
230	2	1	2	0	4	4	4	4	4	5	25	3	4
231	2	2	1	0	4	3	3	4	3	3	20	4	4
232	1	1	4	1	1	1	1	2	1	1	7	2	2
233	2	2	2	0	4	4	4	4	4	4	24	2	2
234	1	1	1	0	3	3	3	1	2	3	15	4	3
235	1	1	2	2	3	2	2	3	3	3	16	3	4
236	1	2	2	0	3	3	3	1	3	4	17	2	3
237	3	2	2	0	3	4	3	4	4	3	21	4	3
238	1	2	3	0	2	2	3	2	2	1	12	2	2
239	3	1	4	1	2	2	3	4	2	3	16	3	3
240	2	1	3	0	2	2	2	4	2	2	14	3	3
241	2	2	2	1	4	4	4	4	3	3	22	3	3
242	1	1	2	0	2	2	2	1	2	3	12	3	3
243	2	2	3	0	3	4	4	3	4	4	22	3	3
244	1	2	1	0	4	4	4	1	4	4	21	3	5
245	1	1	2	1	4	3	3	1	2	3	16	2	3
246	2	2	1	0	2	2	3	5	3	3	18	2	2
247	1	1	2	0	4	4	3	1	4	4	20	3	3
248	1	2	2	0	2	2	2	3	2	2	13	1	1
249	1	1	3	1	4	4	4	2	3	3	20	4	3
250	1	1	2	0	3	2	3	1	3	3	15	3	3

ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
251	1	2	2	0	3	3	4	1	3	4	18	3	3
252	1	1	4	0	3	3	3	1	3	3	16	4	3
253	1	2	3	0	4	5	4	2	4	4	23	4	3
254	1	1	1	0	4	4	4	2	4	5	23	3	3
255	1	2	2	0	4	3	4	2	3	3	19	3	4
256	2	1	4	0	3	3	3	5	3	3	20	4	4
257	1	2	3	0	3	2	3	2	3	3	16	3	3
258	1	2	3	0	5	5	4	1	5	5	25	4	4
259	2	2	3	0	4	4	4	3	4	4	23	4	5
260	2	2	1	1	2	2	3	5	2	2	16	2	2
261	1	1	2	0	3	4	3	2	3	4	19	4	3
262	2	1	1	0	3	3	2	4	3	3	18	5	4
263	2	2	3	1	5	4	5	3	4	5	26	5	5
264	1	1	1	1	4	3	4	2	4	4	21	4	3
265	3	1	1	1	4	4	4	2	4	4	22	5	5
266	3	2	4	0	5	5	4	3	5	5	27	3	4
267	1	1	1	0	3	3	3	3	3	3	18	2	2
268	1	2	3	0	3	3	3	2	3	3	17	4	3
269	1	2	1	0	3	3	3	2	3	3	17	2	2
270	1	2	3	0	3	2	3	2	3	3	16	2	3
271	1	2	4	0	4	4	4	2	4	4	22	4	3
272	3	2	1	0	5	5	5	3	5	5	28	4	4
273	2	2	2	0	2	3	3	4	2	3	17	3	3
274	1	1	4	0	1	1	2	3	2	2	11	1	1
275	2	2	2	1	4	5	5	4	4	4	26	3	3
276	1	2	1	0	1	1	2	2	2	2	10	2	3
277	1	1	1	0	2	3	3	3	3	2	16	2	2
278	3	1	2	0	4	3	3	4	3	3	20	4	4
279	1	2	2	1	2	3	3	3	3	3	17	4	4
280	3	2	1	0	3	3	2	5	2	3	18	2	3
281	2	1	2	0	5	5	5	4	5	5	29	4	4
282	3	2	3	0	4	4	4	3	4	4	23	2	3
283	3	2	1	0	5	5	4	3	4	5	26	5	4
284	2	1	3	0	3	3	3	5	2	3	19	3	3
285	3	1	3	2	5	5	5	2	5	5	27	4	4
286	1	1	1	0	3	2	2	3	3	2	15	2	2

ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
287	2	1	2	0	5	5	5	4	4	5	28	4	3
288	3	1	1	0	3	3	4	4	4	3	21	4	4
289	3	2	4	1	4	4	4	2	4	4	22	5	5
290	1	2	3	0	3	3	3	2	4	3	18	2	1
291	2	1	2	1	3	4	4	4	3	4	22	4	4
292	2	1	2	1	4	4	3	5	3	3	22	3	2
293	1	1	1	1	3	2	3	3	3	3	17	3	3
294	3	2	1	0	3	3	3	4	2	2	17	3	3
295	2	1	3	0	5	4	5	3	5	5	27	4	3
296	1	1	4	1	4	3	3	2	2	4	18	3	3
297	2	1	2	1	3	4	3	4	3	4	21	3	3
298	1	2	3	2	3	3	3	2	3	3	17	3	2
299	1	1	3	0	3	4	4	2	4	4	21	4	4
300	1	1	2	0	3	3	3	2	3	3	17	3	3
301	1	2	1	1	4	3	4	1	3	4	19	5	5
302	1	1	1	0	2	3	2	2	3	2	14	3	2
303	1	2	1	0	5	5	5	2	5	4	26	3	3
304	1	2	2	0	4	4	4	3	4	4	23	3	4
305	3	2	2	0	3	3	3	3	3	4	19	3	3
306	1	2	2	0	3	4	3	2	3	4	19	2	3
307	2	1	1	0	3	2	2	5	3	2	17	2	2
308	2	1	4	0	2	3	2	4	2	2	15	3	4
309	1	2	4	0	4	4	4	1	4	4	21	3	4
310	2	2	4	1	4	4	4	4	4	4	24	3	4
311	1	2	3	1	3	3	3	2	3	3	17	4	4
312	1	1	3	0	3	3	2	2	2	2	14	3	3
313	1	2	4	0	3	4	3	1	4	3	18	3	3
314	1	2	3	2	2	2	2	3	3	3	15	3	2
315	1	2	1	0	4	3	4	2	4	4	21	2	2
316	1	2	3	1	3	3	3	3	3	3	18	2	2
317	1	2	1	0	2	1	1	3	1	1	9	2	2
318	2	1	1	0	3	3	2	4	3	2	17	4	4
319	2	1	2	0	4	4	4	3	4	4	23	3	3
320	1	2	2	0	4	3	4	2	3	3	19	3	3
321	2	1	2	2	4	4	3	4	4	4	23	4	5
322	3	2	2	0	3	3	2	3	3	3	17	3	3

ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
323	1	1	2	2	4	4	4	2	4	4	22	4	3
324	1	2	3	0	4	4	5	2	4	5	24	2	3
325	1	1	1	0	4	3	3	1	4	3	18	4	4
326	1	2	2	0	2	3	3	3	3	2	16	2	2
327	2	1	2	2	4	4	4	3	4	3	22	5	4
328	1	1	3	0	4	3	4	2	3	3	19	4	3
329	1	1	3	2	4	3	3	2	4	4	20	3	3
330	3	1	3	0	3	3	3	4	3	3	19	3	3
331	1	1	4	0	4	4	4	1	4	5	22	4	3
332	1	1	2	2	3	4	4	1	4	4	20	5	4
333	1	2	2	0	2	3	3	2	2	2	14	2	3
334	1	2	2	0	4	3	3	1	4	3	18	5	4
335	1	1	1	1	3	4	4	2	3	4	20	1	2
336	1	1	2	0	4	3	4	2	4	4	21	4	4
337	1	2	3	1	4	3	3	2	3	3	18	3	3
338	2	1	2	0	4	4	4	3	4	4	23	4	4
339	2	2	2	0	3	3	3	5	3	3	20	5	4
340	1	2	1	0	4	4	3	2	3	3	19	3	2
341	3	2	1	1	3	3	3	4	3	3	19	3	4
342	1	2	3	1	5	5	4	1	4	4	23	3	3
343	2	2	1	0	4	4	3	4	3	3	21	4	3
344	1	1	2	2	3	4	3	1	4	3	18	4	4
345	1	2	3	2	3	3	3	3	3	3	18	4	4
346	1	2	1	0	3	2	2	3	2	3	15	3	3
347	2	1	2	2	3	3	3	4	2	4	19	3	4
348	1	1	3	2	3	3	3	3	3	4	19	4	3
349	1	1	4	0	2	2	2	3	2	2	13	1	2
350	1	2	2	1	2	3	3	2	2	2	14	4	4
351	2	2	2	2	4	3	3	4	3	3	20	3	3
352	1	1	1	1	2	2	1	2	2	2	11	2	2
353	2	2	1	0	4	4	5	3	4	4	24	5	4
354	2	1	2	0	3	3	3	4	4	3	20	4	5
355	2	2	1	0	5	4	4	3	4	4	24	5	5
356	1	1	1	0	4	3	3	2	4	3	19	3	3
357	1	2	1	0	4	4	4	3	4	4	23	4	4
358	1	2	1	0	5	4	4	2	4	4	23	3	4

ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
359	2	2	2	0	5	4	5	4	5	5	28	4	4
360	1	2	2	0	2	3	3	3	3	2	16	2	4
361	2	2	4	0	5	4	4	4	5	5	27	5	5
362	1	2	2	0	4	4	4	2	4	4	22	4	5
363	3	1	2	2	5	4	5	4	5	4	27	3	3
364	3	1	4	0	4	4	4	2	4	5	23	5	4
365	2	2	4	0	2	2	2	5	2	2	15	3	3
366	3	1	1	1	2	2	2	5	2	2	15	2	2
367	2	2	1	1	4	4	4	4	3	5	24	4	4
368	1	2	1	0	4	3	4	2	3	3	19	4	4
369	1	1	4	0	4	3	4	1	4	4	20	3	4
370	1	1	2	0	3	3	3	3	2	3	17	2	2
371	1	1	2	2	5	4	3	3	4	3	22	3	3
372	2	1	1	0	4	4	5	3	4	4	24	4	4
373	2	1	1	0	3	2	3	4	3	3	18	5	4
374	1	2	3	0	3	3	3	2	3	3	17	4	3
375	2	2	4	0	4	5	4	3	5	5	26	5	5
376	2	2	4	0	3	3	3	4	3	3	19	4	4
377	1	2	4	0	2	3	2	3	3	2	15	3	4
378	3	2	2	0	4	4	4	4	3	4	23	4	4
379	1	1	1	0	3	3	3	3	3	3	18	4	3
380	1	1	1	0	4	4	3	3	4	4	22	5	4
381	3	2	3	0	4	4	3	3	4	4	22	4	3
382	1	2	1	0	3	4	4	2	3	4	20	2	3
383	2	2	1	0	3	3	3	4	3	3	19	4	4
384	1	1	2	2	2	2	2	2	2	2	12	3	3
385	1	2	1	0	4	4	4	2	4	4	22	4	4
386	1	1	4	0	2	3	2	2	3	2	14	4	3
387	2	2	4	0	4	3	3	5	3	3	21	3	4
388	2	2	1	0	3	3	3	5	3	3	20	4	4
389	3	1	1	0	4	4	4	3	4	4	23	5	4
390	1	2	3	0	3	3	3	1	3	3	16	4	4
391	1	2	3	0	4	3	3	1	4	3	18	4	3
392	2	1	3	0	4	3	3	4	3	4	21	2	3
393	1	2	3	0	3	2	2	3	3	2	15	1	2
394	1	2	4	1	5	4	4	1	5	5	24	4	3

ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
395	1	1	3	1	3	3	3	1	3	3	16	3	3
396	3	2	2	1	5	5	5	2	5	5	27	4	3
397	2	1	2	0	3	4	5	3	4	4	23	4	4
398	1	1	1	0	4	3	3	2	3	3	18	4	4
399	1	1	2	0	3	3	3	3	3	2	17	2	2
400	1	2	1	0	3	3	3	2	2	2	15	3	3
401	1	1	1	0	4	4	4	2	4	4	22	4	3
402	1	1	1	0	3	3	3	2	3	3	17	2	2
403	1	2	4	2	4	4	4	1	4	4	21	3	3
404	1	1	3	0	3	4	3	2	4	4	20	3	3
405	1	2	4	0	2	2	2	1	2	3	12	3	3
406	3	2	1	0	4	4	3	5	4	5	25	4	3
407	3	2	3	0	5	5	5	3	5	5	28	4	4
408	1	1	4	0	4	4	3	3	4	4	22	3	3
409	2	2	3	0	4	5	4	4	4	4	25	5	5
410	1	2	1	0	4	4	4	1	4	4	21	3	3
411	2	1	4	0	3	3	3	5	3	2	19	3	3
412	1	1	2	1	2	2	2	3	2	2	13	2	2
413	1	2	2	2	2	2	2	4	3	3	16	2	2
414	2	2	1	0	4	4	5	3	5	5	26	4	5
415	2	1	4	0	4	4	5	4	5	4	26	5	5
416	2	2	3	1	2	2	3	4	3	3	17	3	4
417	1	1	2	0	4	4	4	1	4	4	21	4	4
418	1	2	2	0	4	4	4	2	4	4	22	4	4
419	1	1	2	0	4	4	4	2	3	4	21	4	4
420	1	2	1	0	3	3	3	2	3	3	17	4	4
421	1	2	1	0	4	3	3	2	4	4	20	4	4
422	3	2	2	1	2	4	3	3	3	3	18	4	4
423	2	2	2	0	2	3	3	5	3	2	18	3	3
424	3	2	1	0	5	5	4	3	4	4	25	4	4
425	2	1	2	1	4	4	3	5	3	4	23	4	3
426	1	2	1	0	3	4	4	3	3	4	21	2	2
427	2	2	2	0	3	3	3	3	3	4	19	3	3
428	2	2	1	0	4	4	4	4	4	4	24	4	4
429	2	1	2	0	5	5	5	3	5	5	28	4	4
430	1	2	1	1	4	4	4	1	4	4	21	4	4

ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
431	1	2	1	0	2	3	2	1	3	2	13	2	1
432	1	2	1	0	2	3	2	2	2	3	14	4	4
433	1	2	1	0	4	4	5	1	4	4	22	3	3
434	2	2	1	0	3	4	3	4	4	4	22	4	4
435	2	1	3	2	4	4	5	3	4	4	24	5	4
436	2	1	4	0	3	3	3	5	3	4	21	3	4
437	3	2	1	2	5	5	5	3	5	5	28	4	5
438	1	2	1	1	4	3	3	2	3	3	18	2	3
439	3	1	2	1	4	4	4	3	4	5	24	4	5
440	1	1	2	0	4	3	4	2	3	4	20	3	3
441	1	2	1	1	5	5	5	2	4	5	26	3	3
442	1	1	2	0	2	2	1	3	2	2	12	2	2
443	2	2	1	1	4	4	4	3	4	5	24	5	5
444	1	1	3	1	3	2	2	2	2	2	13	2	2
445	3	1	1	0	4	3	3	4	3	4	21	3	2
446	1	2	1	0	3	2	3	1	3	3	15	4	3
447	1	2	3	0	2	2	2	1	2	2	11	3	3
448	2	1	4	0	3	3	3	5	3	3	20	2	3
449	2	2	1	0	3	4	4	3	4	4	22	4	3
450	1	1	1	0	3	3	2	1	2	2	13	2	3
451	1	2	1	0	4	4	4	2	4	4	22	4	4
452	3	1	2	0	5	5	5	4	4	5	28	5	5
453	2	1	2	1	3	3	3	4	4	3	20	3	3
454	2	2	3	0	4	3	3	5	3	3	21	4	3
455	1	1	1	1	4	4	4	3	5	3	23	3	3
456	3	2	2	2	4	3	3	4	3	3	20	3	3
457	1	2	1	0	3	3	3	1	2	2	14	4	3
458	1	1	3	1	2	2	2	2	3	3	14	3	4
459	1	2	1	0	2	3	2	3	3	3	16	4	3
460	1	2	3	0	2	2	3	2	3	3	15	3	2
461	1	2	3	0	3	2	2	3	3	2	15	2	2
462	2	2	1	0	4	4	4	5	3	4	24	4	3
463	1	1	2	0	3	3	3	2	3	3	17	3	2
464	1	1	3	0	4	3	4	1	4	4	20	3	3
465	2	2	1	0	3	3	4	3	4	4	21	5	4
466	1	1	2	0	2	2	2	3	3	2	14	3	3

ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
467	2	2	1	1	4	4	4	3	4	3	22	5	4
468	2	1	2	2	3	3	3	5	3	4	21	4	4
469	1	1	1	0	2	2	2	2	2	2	12	3	4
470	1	1	1	0	3	2	2	3	2	2	14	2	1
471	1	2	4	0	3	3	3	2	3	3	17	3	3
472	3	2	1	0	3	3	4	4	3	3	20	2	3
473	1	1	1	1	2	1	2	2	2	2	11	3	2
474	3	1	1	0	4	3	3	3	3	4	20	4	4
475	2	2	1	0	4	4	4	4	4	5	25	5	4
476	3	2	4	0	4	4	4	5	3	3	23	3	4
477	1	1	1	0	3	4	4	2	4	3	20	3	3
478	1	2	1	0	2	3	2	2	2	2	13	3	2
479	1	2	4	2	2	2	2	2	2	2	12	2	2
480	1	2	2	0	3	3	3	2	3	3	17	4	4
481	1	2	1	0	3	3	3	2	3	3	17	3	3
482	1	1	2	2	2	2	2	1	2	1	10	3	4
483	1	1	2	0	3	4	3	1	3	3	17	3	3
484	2	2	2	1	3	3	3	4	3	3	19	2	2
485	2	2	2	0	4	3	4	4	3	3	21	5	5
486	2	2	1	0	3	3	3	4	3	3	19	3	3
487	2	2	2	0	3	4	5	3	4	4	23	4	4
488	2	2	1	1	3	3	3	4	3	3	19	3	3
489	1	2	1	0	4	3	3	3	3	2	18	3	3
490	1	2	4	0	2	2	2	2	2	3	13	3	3
491	3	2	2	0	4	5	5	3	5	5	27	4	4
492	2	2	4	0	3	3	4	4	3	4	21	5	5
493	1	1	2	0	3	3	2	3	3	3	17	2	2
494	1	1	2	2	4	4	4	1	4	4	21	4	3
495	3	2	2	2	4	3	4	4	3	4	22	4	3
496	2	1	2	0	3	4	3	3	3	3	19	4	4
497	1	2	1	0	4	3	3	1	3	3	17	3	3
498	3	1	1	0	4	4	5	2	4	4	23	3	3
499	1	1	4	0	3	2	2	3	2	2	14	1	1
500	1	1	4	2	3	3	2	2	3	3	16	2	2
501	3	1	3	0	4	4	4	5	3	4	24	3	3
502	1	1	4	1	3	3	3	3	2	3	17	3	3

ID	University_Type	Faculty_Type	Academic_Rank	Admin_Position	Q1	Q2	Q3	Q4_R	Q5	Q6	Decision Rights	Q7	Q8
503	3	1	2	1	3	3	3	3	3	3	18	4	3
504	1	1	1	0	4	3	3	2	3	3	18	4	3
505	2	2	1	2	4	3	3	5	4	3	22	4	3
506	1	1	4	0	2	3	2	2	2	2	13	3	3
507	1	1	1	1	3	3	3	1	3	2	15	4	4
508	1	2	2	0	3	3	3	4	2	3	18	3	3
509	2	2	1	0	4	5	4	4	4	4	25	4	4
510	1	1	4	1	3	3	3	2	3	3	17	2	3
511	1	1	4	1	5	5	4	1	5	5	25	4	4
512	2	1	2	0	3	5	3	4	4	4	23	4	4
513	2	2	4	0	4	5	4	3	5	4	25	4	3
514	1	2	1	2	3	2	3	2	2	2	14	3	3
515	2	1	1	0	3	4	3	4	3	3	20	4	4
516	1	1	1	0	3	4	3	3	3	3	19	3	2
517	1	2	1	0	5	5	5	1	5	4	25	5	4
518	1	1	3	0	2	3	3	3	3	2	16	2	2
519	3	2	1	0	3	4	3	3	2	3	18	4	4
520	2	2	3	0	3	3	4	4	3	4	21	4	5
521	2	2	1	0	3	3	3	5	3	3	20	4	4
522	1	1	4	0	4	4	4	1	4	4	21	3	3
523	1	2	1	0	1	1	1	2	1	1	7	3	3
524	2	2	4	1	2	3	2	5	2	2	16	4	5
525	2	1	4	0	3	3	3	4	3	3	19	3	4
526	2	2	1	0	5	4	4	4	5	4	26	4	4
527	1	1	2	1	2	3	3	3	3	2	16	3	3
528	2	1	3	0	4	3	4	4	3	3	21	3	3
529	1	1	3	0	4	4	4	1	4	4	21	4	4
530	3	1	3	0	4	4	4	4	4	5	25	4	4
531	1	2	4	2	3	3	3	2	4	4	19	4	4
532	1	2	1	0	3	4	3	1	3	4	18	2	2

Raw data panel 2 (columns 14–26 of 52)

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
1	3	1	3	4	19	4	3	1	3	4	4	19	4
2	2	4	3	3	16	2	2	4	3	2	3	16	3
3	3	2	4	4	22	4	4	2	5	4	4	23	4
4	4	1	3	3	19	3	2	1	2	3	2	13	4
5	3	2	4	3	18	3	4	2	4	3	4	20	3
6	2	3	2	2	13	2	2	3	2	1	2	12	3
7	3	5	3	3	19	2	2	5	2	2	2	15	2
8	4	1	3	4	19	3	3	2	4	4	3	19	3
9	4	4	4	4	24	4	4	4	5	5	4	26	3
10	4	4	4	4	24	4	3	3	3	4	3	20	5
11	3	2	4	3	19	3	2	3	2	2	2	14	3
12	5	4	4	4	25	3	3	4	3	3	3	19	4
13	4	2	3	4	21	4	4	2	4	5	4	23	2
14	3	4	2	3	18	4	3	4	4	3	4	22	4
15	5	4	4	4	26	5	5	4	5	5	5	29	3
16	5	4	4	4	27	5	4	3	4	5	5	26	4
17	5	3	3	4	24	3	5	2	4	4	5	23	4
18	4	2	4	4	22	2	2	1	3	2	2	12	3
19	3	4	4	4	23	5	5	3	4	4	4	25	3
20	4	3	5	5	27	5	5	2	5	5	5	27	4
21	4	2	5	4	23	4	5	3	5	4	4	25	5
22	2	2	3	3	16	3	4	1	4	4	4	20	4
23	3	2	3	3	16	2	3	2	3	3	4	17	3
24	3	4	3	3	19	4	3	5	3	3	3	21	2
25	4	2	4	3	20	4	4	2	4	4	4	22	3
26	3	3	3	4	20	3	4	3	3	4	4	21	5
27	3	3	3	3	18	4	5	3	5	5	4	26	5
28	4	3	3	4	21	3	3	4	3	3	3	19	4
29	5	1	5	5	26	5	4	1	4	5	4	23	5
30	3	4	3	3	20	4	4	4	4	4	4	24	4
31	2	2	2	3	14	2	2	2	3	2	2	13	4
32	2	2	2	2	12	4	4	2	4	3	4	21	3
33	4	1	4	5	22	4	4	1	4	4	4	21	3
34	5	2	4	4	23	3	3	1	3	2	3	15	4

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
35	3	2	3	3	17	2	2	2	3	3	3	15	4
36	2	3	2	2	14	4	3	3	3	3	3	19	2
37	3	2	4	3	18	3	2	2	2	3	2	14	4
38	3	2	3	3	17	3	3	2	3	3	3	17	2
39	3	4	4	3	20	3	3	4	4	3	3	20	3
40	4	4	4	4	25	4	4	4	4	5	5	26	5
41	3	2	4	3	19	3	3	2	3	3	3	17	2
42	4	2	4	4	21	2	3	2	3	3	3	16	3
43	4	2	4	4	23	4	4	3	3	3	4	21	4
44	3	2	4	3	18	3	2	3	3	3	3	17	2
45	2	3	2	2	13	2	2	3	3	3	2	15	2
46	4	4	4	4	24	3	4	4	4	3	4	22	4
47	4	3	5	4	24	4	5	4	4	5	4	26	4
48	5	3	5	5	27	3	3	4	3	3	3	19	5
49	4	1	4	4	21	4	3	2	4	4	4	21	4
50	3	1	3	3	16	5	5	1	5	5	5	26	4
51	4	3	4	4	23	3	3	3	2	2	2	15	2
52	4	3	4	4	21	3	3	3	3	2	2	16	3
53	4	4	4	4	24	4	5	4	4	4	4	25	3
54	4	4	3	3	20	4	4	4	4	4	3	23	4
55	4	5	4	4	25	4	4	4	4	4	4	24	4
56	2	3	3	2	15	2	3	3	2	2	2	14	2
57	3	3	3	3	18	2	2	3	2	2	2	13	4
58	3	2	4	4	20	4	4	2	4	3	4	21	4
59	4	2	3	4	20	4	4	1	4	5	4	22	3
60	2	3	3	2	14	3	3	3	3	3	3	18	2
61	3	3	4	4	21	4	4	3	4	4	4	23	4
62	3	1	3	3	16	3	4	1	4	4	3	19	3
63	3	4	4	4	22	4	4	4	4	3	4	23	2
64	5	4	4	5	28	4	3	5	5	3	3	23	4
65	3	2	3	2	14	3	3	2	2	3	3	16	4
66	3	5	4	4	24	4	4	5	5	4	4	26	5
67	4	4	4	4	24	4	4	3	5	5	4	25	4
68	4	3	4	4	24	4	4	3	4	3	3	21	4
69	3	2	3	3	17	3	3	2	3	3	3	17	3
70	3	5	4	3	22	3	4	4	4	4	4	23	3

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
71	3	2	3	3	16	3	3	2	3	3	3	17	3
72	4	2	4	4	23	4	4	2	4	4	3	21	4
73	4	4	4	4	24	5	5	3	5	5	5	28	4
74	1	4	1	2	12	1	1	3	1	2	2	10	2
75	5	3	4	4	24	5	5	3	4	5	5	27	5
76	4	3	4	4	22	4	4	3	3	4	3	21	4
77	2	5	3	3	17	3	3	5	3	3	3	20	2
78	4	5	5	4	26	4	5	5	4	5	5	28	3
79	2	5	3	3	19	3	3	4	3	3	3	19	3
80	4	4	5	4	26	5	5	3	5	5	4	27	5
81	2	5	3	2	17	2	3	5	3	3	3	19	2
82	3	3	2	3	17	3	3	3	3	3	3	18	1
83	2	3	2	1	11	3	3	2	3	3	3	17	2
84	3	2	3	3	17	4	3	2	4	3	3	19	2
85	3	3	3	3	19	3	3	2	3	3	3	17	4
86	3	2	3	3	18	2	2	3	2	2	2	13	3
87	4	4	4	5	25	4	4	4	4	4	4	24	4
88	4	3	4	4	23	5	4	3	5	5	5	27	3
89	4	1	4	4	21	4	4	1	5	4	4	22	3
90	2	2	3	3	16	3	3	2	3	3	3	17	3
91	3	2	3	3	15	2	2	2	3	3	2	14	2
92	4	2	4	4	22	4	4	2	3	3	4	20	3
93	4	4	4	4	24	3	4	5	4	3	4	23	4
94	3	5	4	4	24	3	3	5	3	2	3	19	2
95	2	2	3	2	15	3	3	1	3	3	3	16	2
96	3	2	3	3	17	4	4	1	3	3	4	19	3
97	2	3	2	3	15	2	3	3	3	3	2	16	2
98	3	3	4	4	23	5	5	3	5	5	5	28	3
99	3	3	3	3	18	4	3	4	3	4	4	22	3
100	4	4	3	3	21	4	5	4	4	4	4	25	3
101	4	3	4	4	23	4	4	3	4	5	5	25	4
102	3	3	2	3	16	4	4	4	4	4	4	24	4
103	4	4	4	5	25	4	3	4	4	3	4	22	3
104	2	3	2	2	13	2	2	2	2	3	1	12	3
105	5	4	4	4	25	3	3	4	4	5	4	23	3
106	3	3	3	2	17	3	2	3	3	3	3	17	1

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
107	3	1	3	3	17	4	3	1	3	4	4	19	1
108	3	4	3	3	19	3	4	5	3	3	3	21	3
109	4	2	3	3	18	4	3	2	3	4	3	19	3
110	3	2	3	2	16	1	1	3	1	1	1	8	2
111	4	4	4	4	24	5	4	3	5	4	4	25	4
112	3	1	3	3	16	5	5	1	4	4	5	24	4
113	5	4	5	5	28	3	3	4	3	3	3	19	4
114	3	2	3	3	16	4	4	2	4	5	4	23	3
115	3	2	3	3	17	3	2	3	3	3	2	16	2
116	3	2	3	2	16	3	3	2	3	3	3	17	2
117	3	3	4	3	20	3	2	2	3	3	3	16	3
118	3	2	4	4	21	4	4	2	3	4	4	21	4
119	4	3	4	3	22	3	3	2	3	4	4	19	2
120	2	3	2	2	13	3	3	2	4	4	4	20	2
121	1	4	1	1	9	2	2	4	2	1	2	13	2
122	2	1	3	3	15	3	3	2	3	3	3	17	3
123	3	3	3	4	20	3	3	3	3	3	3	18	3
124	3	2	3	3	17	4	4	1	4	4	3	20	3
125	4	2	4	4	23	4	4	2	3	3	4	20	3
126	3	1	4	3	19	5	5	2	5	5	5	27	3
127	4	2	3	4	20	3	2	1	3	3	3	15	3
128	3	4	3	3	19	2	3	4	2	2	3	16	4
129	3	2	2	3	16	5	5	2	4	5	5	26	4
130	3	2	2	3	16	3	3	2	3	3	3	17	4
131	3	3	3	3	18	2	2	3	2	2	3	14	4
132	2	3	2	2	13	2	3	2	3	2	3	15	1
133	3	1	4	4	19	4	5	1	4	4	5	23	3
134	5	2	5	5	27	5	4	1	5	5	5	25	5
135	3	4	4	3	22	4	3	4	4	3	3	21	3
136	3	1	3	3	15	2	3	1	3	2	2	13	3
137	3	1	3	3	17	3	3	1	4	3	4	18	3
138	4	4	4	4	24	5	5	3	5	5	4	27	4
139	3	2	3	3	17	2	2	3	2	2	3	14	4
140	3	4	3	3	19	4	3	4	3	4	3	21	3
141	3	5	3	3	20	3	3	4	4	3	3	20	3
142	3	3	3	3	18	3	3	3	3	3	3	18	3

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
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144	3	4	4	2	19	3	3	4	3	3	3	19	2
145	4	1	4	4	21	3	3	1	3	4	3	17	4
146	4	2	3	4	20	4	3	2	3	3	3	18	3
147	3	4	3	4	22	4	4	3	4	4	4	23	4
148	2	3	2	2	13	4	3	3	3	3	3	19	3
149	3	4	3	3	20	5	4	5	5	4	5	28	2
150	4	2	3	4	20	3	3	2	3	3	3	17	3
151	4	1	4	4	20	4	4	2	4	3	4	21	4
152	2	3	2	2	11	3	3	3	2	3	2	16	4
153	3	1	3	3	15	2	2	2	3	4	2	15	3
154	5	4	4	5	28	3	4	4	4	4	4	23	3
155	5	5	4	4	27	4	4	5	4	4	4	25	4
156	3	2	3	3	17	3	3	2	4	3	4	19	2
157	3	5	3	3	20	3	2	5	4	3	3	20	3
158	4	2	4	5	25	4	4	2	4	4	4	22	4
159	4	2	4	4	23	2	2	2	2	2	2	12	4
160	3	2	2	2	13	3	2	2	2	2	3	14	2
161	4	1	5	5	25	4	4	1	4	4	3	20	4
162	3	2	3	3	17	2	2	1	2	2	2	11	3
163	4	1	4	3	19	3	3	2	3	3	2	16	4
164	2	4	3	3	16	5	4	4	4	5	4	26	5
165	1	3	2	3	13	3	3	2	3	3	3	17	2
166	4	2	3	3	18	4	4	1	3	4	4	20	3
167	4	4	4	3	23	4	5	4	5	4	5	27	5
168	4	1	4	4	20	3	3	2	2	2	2	14	4
169	4	3	4	5	24	5	4	4	5	5	4	27	4
170	4	1	4	4	19	3	3	2	3	2	3	16	3
171	4	3	4	5	26	4	3	4	4	3	4	22	5
172	2	2	2	2	12	2	2	3	2	2	2	13	3
173	3	1	3	3	14	3	3	2	3	3	3	17	3
174	4	3	4	4	22	4	5	4	4	4	4	25	5
175	4	3	2	3	19	2	3	3	3	2	2	15	2
176	4	3	4	4	24	5	4	3	5	5	5	27	4
177	4	2	4	4	22	4	3	1	4	3	3	18	3
178	4	2	3	4	19	3	3	1	4	4	4	19	4

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
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180	2	3	2	2	15	4	4	2	4	4	4	22	2
181	2	1	2	2	11	3	3	2	2	3	3	16	2
182	3	2	3	3	18	2	3	2	3	2	3	15	3
183	2	4	2	2	14	2	2	5	2	1	2	14	3
184	3	4	2	3	17	2	2	3	2	2	2	13	3
185	2	3	2	2	13	2	2	3	2	2	2	13	2
186	3	4	3	3	20	4	3	4	2	2	3	18	3
187	4	4	3	3	20	4	3	5	3	4	4	23	3
188	2	3	3	2	14	5	4	2	4	3	4	22	2
189	2	3	3	2	13	2	1	4	1	2	1	11	2
190	4	1	4	3	20	4	4	1	4	4	4	21	4
191	2	4	3	3	18	3	3	5	4	3	4	22	3
192	4	4	4	4	23	4	2	4	2	3	4	19	5
193	2	5	3	3	19	4	4	5	4	4	4	25	3
194	3	2	3	3	17	3	3	2	3	3	2	16	2
195	2	2	3	2	13	3	3	2	3	2	3	16	3
196	4	5	4	4	25	4	4	5	3	4	4	24	3
197	3	3	3	3	18	2	3	3	2	3	2	15	3
198	4	5	3	4	23	5	4	5	4	4	5	27	4
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200	3	3	2	3	17	3	3	4	4	3	4	21	4
201	2	4	2	3	16	3	3	4	3	3	3	19	2
202	3	2	3	4	18	4	3	2	5	3	4	21	4
203	1	4	2	1	12	3	2	4	3	3	3	18	1
204	3	1	3	3	16	4	4	1	5	5	4	23	4
205	3	4	2	3	18	5	5	4	5	5	5	29	4
206	3	2	3	3	16	3	3	2	2	3	2	15	4
207	1	1	2	2	9	2	3	1	2	2	2	12	3
208	4	4	4	3	23	4	4	3	4	4	4	23	4
209	3	2	4	4	19	3	3	1	3	3	4	17	4
210	5	3	5	5	27	4	4	3	4	4	4	23	4
211	3	3	3	4	20	4	4	4	4	4	4	24	4
212	3	3	2	3	16	3	3	2	2	3	3	16	3
213	3	4	3	3	19	3	4	5	4	4	4	24	4
214	3	4	2	2	17	4	4	4	4	4	4	24	4

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
215	5	1	4	4	24	3	3	2	4	3	3	18	4
216	3	5	2	3	17	3	3	5	4	3	3	21	4
217	3	1	2	3	16	3	3	2	4	3	4	19	3
218	3	1	3	4	17	3	4	1	3	3	3	17	2
219	5	3	5	4	26	5	5	3	5	5	5	28	4
220	2	3	2	2	13	2	2	4	3	2	2	15	3
221	4	2	4	4	21	5	5	2	5	5	5	27	4
222	4	3	3	4	21	3	3	2	3	3	3	17	4
223	3	2	3	2	16	3	3	2	2	3	2	15	3
224	3	2	3	4	20	3	3	2	3	3	3	17	4
225	4	4	3	4	22	5	5	4	5	5	5	29	4
226	4	2	4	4	22	5	5	2	4	4	4	24	3
227	2	3	2	2	14	2	1	3	3	2	3	14	2
228	2	2	2	2	12	3	3	2	2	3	2	15	3
229	2	5	3	2	16	4	3	4	3	3	3	20	4
230	5	3	4	4	23	4	5	4	4	4	5	26	4
231	5	4	5	4	26	4	4	4	3	3	3	21	2
232	2	3	2	2	13	2	2	3	2	2	4	15	2
233	2	4	2	2	14	3	4	5	3	4	3	22	3
234	3	1	4	3	18	2	3	2	3	3	3	16	4
235	4	2	4	3	20	3	3	2	3	3	3	17	4
236	3	2	3	3	16	3	3	2	3	4	3	18	1
237	3	4	3	3	20	3	3	4	3	4	4	21	3
238	2	2	2	3	13	1	1	3	1	1	1	8	3
239	2	3	3	2	16	3	3	3	3	3	3	18	3
240	3	4	2	2	17	4	3	4	4	4	4	23	2
241	3	5	4	3	21	4	4	4	3	3	3	21	3
242	3	1	2	3	15	4	4	1	4	4	4	21	4
243	4	4	4	3	21	3	3	3	3	4	4	20	4
244	4	1	3	4	20	4	4	1	3	4	4	20	5
245	3	2	3	3	16	3	2	1	2	2	3	13	3
246	2	5	2	2	15	3	2	5	3	4	4	21	3
247	3	2	3	3	17	4	4	2	3	3	3	19	3
248	1	3	2	2	10	1	1	3	1	1	1	8	2
249	3	2	3	3	18	4	4	2	4	5	5	24	4
250	4	1	2	3	16	4	3	2	4	3	3	19	4

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
251	4	1	4	4	19	5	4	1	4	4	4	22	4
252	3	1	3	4	18	3	3	1	3	4	4	18	3
253	3	2	3	3	18	3	4	2	5	5	4	23	4
254	4	2	4	3	19	3	3	2	3	3	3	17	3
255	3	2	3	3	18	3	3	3	3	2	2	16	4
256	4	5	4	4	25	3	3	5	3	3	3	20	3
257	3	2	2	2	15	3	3	2	4	3	3	18	2
258	5	2	4	4	23	3	4	1	3	3	3	17	3
259	5	3	5	5	27	5	5	3	5	5	4	27	4
260	2	5	3	2	16	4	3	4	4	3	3	21	2
261	3	1	4	4	19	3	3	1	3	3	3	16	4
262	5	5	5	5	29	3	3	4	4	4	3	21	2
263	4	3	5	5	27	5	5	3	4	5	5	27	3
264	3	2	3	3	18	3	2	2	2	2	3	14	3
265	4	3	4	5	26	3	3	3	3	3	3	18	5
266	4	4	3	3	21	4	4	3	4	4	3	22	3
267	2	3	2	3	14	3	4	3	4	2	3	19	3
268	4	2	4	3	20	3	4	2	4	4	4	21	3
269	2	2	1	1	10	2	3	2	3	3	2	15	3
270	3	1	3	3	15	2	2	2	2	2	2	12	3
271	3	2	3	3	18	4	3	2	3	2	3	17	3
272	5	2	4	5	24	4	4	2	4	4	4	22	5
273	3	4	2	3	18	3	3	4	3	3	3	19	2
274	1	4	1	1	9	2	3	3	2	1	2	13	2
275	3	4	3	4	20	2	3	4	4	3	2	18	3
276	2	3	2	2	14	2	1	2	2	2	2	11	2
277	2	3	3	2	14	1	1	3	1	1	1	8	3
278	4	3	4	4	23	3	4	3	4	4	3	21	3
279	3	2	4	3	20	3	3	2	3	3	3	17	4
280	3	4	3	3	18	4	3	4	3	4	3	21	3
281	5	3	5	4	25	4	5	3	4	4	5	25	4
282	3	3	3	3	17	5	5	3	4	5	5	27	5
283	4	3	4	4	24	4	4	3	3	4	4	22	4
284	3	5	3	3	20	3	2	5	3	3	3	19	3
285	5	3	4	4	24	5	5	2	5	5	5	27	5
286	2	3	2	2	13	3	3	2	3	3	3	17	3

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
287	4	3	3	3	20	5	5	3	5	5	5	28	4
288	4	3	4	4	23	4	5	3	5	4	5	26	4
289	5	3	5	5	28	3	4	3	3	3	3	19	4
290	2	2	2	1	10	2	3	2	2	3	3	15	2
291	4	4	4	4	24	4	4	4	4	4	4	24	4
292	3	4	2	2	16	5	4	4	4	4	5	26	2
293	3	1	3	3	16	3	3	3	3	3	3	18	2
294	3	4	3	3	19	3	3	4	2	3	3	18	3
295	4	2	4	4	21	4	4	2	4	4	4	22	4
296	3	2	3	3	17	3	4	2	3	3	3	18	3
297	3	3	3	3	18	4	4	3	4	4	5	24	4
298	3	2	2	2	14	3	3	2	4	3	4	19	2
299	4	1	4	3	20	3	3	2	4	4	4	20	4
300	3	1	3	3	16	3	3	2	3	3	3	17	4
301	5	1	5	5	26	5	5	1	5	4	5	25	4
302	3	2	3	3	16	3	3	2	3	2	3	16	4
303	3	1	3	4	17	3	4	1	3	2	3	16	4
304	4	2	4	4	21	4	3	2	4	4	4	21	4
305	2	3	3	3	17	3	3	2	3	3	4	18	4
306	3	2	3	3	16	2	2	2	2	1	2	11	3
307	2	5	3	3	17	3	3	5	2	3	3	19	3
308	2	4	4	3	20	4	4	5	3	4	4	24	4
309	4	1	4	4	20	4	4	1	5	4	4	22	4
310	4	4	3	3	21	2	3	4	3	2	3	17	4
311	4	2	4	3	21	2	2	2	2	2	2	12	4
312	3	2	3	3	17	3	3	2	3	3	3	17	2
313	3	2	3	4	18	3	4	2	3	4	4	20	4
314	2	2	2	2	13	1	1	2	1	2	1	8	2
315	2	2	3	2	13	2	2	2	2	2	3	13	2
316	3	3	2	2	14	4	4	3	4	4	4	23	3
317	2	2	2	3	13	2	2	3	3	3	2	15	2
318	4	4	4	4	24	3	4	4	4	4	3	22	3
319	2	4	4	3	19	3	4	4	4	4	4	23	3
320	3	2	2	3	16	4	3	2	3	3	5	20	4
321	5	3	5	5	27	5	5	3	5	5	5	28	4
322	3	3	3	3	18	4	3	3	3	4	4	21	5

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
323	4	2	4	4	21	4	3	1	3	3	3	17	4
324	4	2	3	3	17	2	3	2	3	3	2	15	4
325	4	2	4	4	22	4	3	2	3	3	3	18	3
326	2	3	2	2	13	2	2	3	2	2	2	13	2
327	5	3	4	4	25	4	4	3	5	5	4	25	3
328	3	2	4	3	19	3	3	2	3	4	4	19	3
329	3	2	4	3	18	3	3	1	3	3	3	16	3
330	4	4	4	4	22	3	3	3	3	3	3	18	4
331	3	1	3	3	17	3	4	1	3	4	4	19	2
332	5	1	4	5	24	4	4	1	4	4	3	20	4
333	3	2	3	3	16	3	4	1	4	4	4	20	3
334	4	1	4	4	22	3	4	1	4	3	4	19	3
335	2	1	3	2	11	3	4	1	3	3	3	17	3
336	3	2	3	4	20	4	5	2	4	4	4	23	3
337	3	2	2	4	17	4	4	2	4	5	5	24	3
338	4	2	5	5	24	2	3	3	3	3	2	16	3
339	4	4	3	4	24	5	5	5	5	5	5	30	2
340	2	3	3	3	16	2	3	3	4	2	3	17	2
341	4	3	4	4	22	3	3	4	3	3	2	18	4
342	3	2	4	3	18	4	4	1	3	4	3	19	3
343	4	3	4	4	22	4	4	4	5	4	4	25	4
344	4	1	4	4	21	4	4	1	4	4	4	21	4
345	4	2	3	4	21	4	3	2	4	4	3	20	3
346	3	3	3	2	17	3	4	2	3	3	3	18	3
347	3	4	3	3	20	4	4	4	4	4	3	23	5
348	3	3	3	3	19	2	3	3	2	2	2	14	3
349	1	3	2	1	10	2	2	4	3	3	2	16	3
350	4	2	4	3	21	4	4	2	4	4	3	21	4
351	3	5	3	3	20	4	4	4	4	4	4	24	3
352	3	4	2	2	15	3	2	3	3	2	2	15	3
353	5	3	5	5	27	5	5	2	5	5	5	27	4
354	4	5	4	4	26	5	4	5	4	5	5	28	4
355	5	4	4	5	28	4	4	4	4	4	3	23	4
356	3	2	3	3	17	2	3	2	3	3	3	16	3
357	3	2	4	3	20	3	3	3	3	3	3	18	4
358	3	2	3	4	19	3	3	2	2	2	2	14	4

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
359	5	4	4	4	25	5	5	3	5	5	5	28	5
360	3	2	3	3	17	3	3	3	2	2	2	15	3
361	5	3	4	5	27	4	5	3	5	4	4	25	4
362	5	2	4	4	24	4	4	2	4	3	3	20	3
363	3	4	3	3	19	4	3	4	4	4	4	23	4
364	5	2	5	5	26	5	5	2	5	5	5	27	5
365	3	5	3	3	20	3	3	5	3	4	4	22	1
366	2	4	2	2	14	3	4	4	3	4	4	22	3
367	4	5	4	4	25	4	4	4	3	3	4	22	3
368	5	1	4	4	22	3	4	2	4	4	4	21	2
369	3	1	3	4	18	4	4	1	4	4	4	21	4
370	2	3	2	2	13	3	3	2	3	2	2	15	3
371	3	3	3	3	18	2	3	2	4	3	3	17	2
372	4	3	4	4	23	5	4	3	4	5	4	25	4
373	4	4	4	5	26	4	4	4	5	5	5	27	3
374	3	2	4	4	20	4	4	1	3	4	3	19	4
375	5	3	5	5	28	5	5	3	5	5	5	28	4
376	4	5	4	3	24	4	4	5	4	4	3	24	3
377	3	2	3	4	19	3	3	3	3	3	3	18	3
378	4	3	5	4	24	4	4	3	3	4	4	22	4
379	4	2	4	4	21	2	2	3	2	2	3	14	2
380	4	2	4	5	24	4	4	2	4	3	5	22	4
381	3	3	4	3	20	4	4	3	4	4	4	23	3
382	3	2	2	3	15	4	3	2	4	3	3	19	3
383	3	4	4	4	23	4	4	3	5	4	4	24	3
384	3	2	3	3	17	3	3	2	3	3	3	17	2
385	4	2	4	4	22	2	3	2	3	3	3	16	4
386	4	2	4	4	21	2	2	2	2	3	2	13	3
387	3	5	3	4	22	3	3	5	3	3	4	21	3
388	3	5	3	3	22	3	2	5	3	3	3	19	2
389	4	3	4	4	24	5	5	4	5	5	5	29	4
390	3	1	4	3	19	4	4	1	4	4	4	21	4
391	4	2	3	3	19	4	3	2	4	4	4	21	4
392	3	5	3	3	19	3	3	5	3	4	3	21	3
393	1	2	2	1	9	3	3	2	3	3	3	17	3
394	4	1	4	4	20	4	4	1	4	4	4	21	3

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
395	3	1	3	3	16	3	3	2	3	4	4	19	4
396	4	2	4	4	21	5	5	2	5	5	5	27	5
397	4	3	4	4	23	5	5	5	5	4	5	29	5
398	5	2	4	4	23	3	3	2	4	3	3	18	4
399	2	3	2	2	13	2	3	3	3	3	2	16	2
400	3	2	3	3	17	2	3	2	3	3	2	15	3
401	3	2	4	4	20	3	2	2	2	2	2	13	2
402	3	2	2	3	14	4	4	3	3	4	4	22	3
403	3	1	4	4	18	3	3	2	3	4	4	19	3
404	4	2	4	3	19	3	3	2	4	3	3	18	4
405	3	1	3	3	16	4	3	2	3	3	3	18	3
406	3	3	4	4	21	3	3	4	2	3	3	18	3
407	4	3	4	4	23	4	4	3	4	4	4	23	5
408	3	2	3	3	17	5	4	3	5	4	4	25	4
409	4	3	5	5	27	4	4	4	4	5	5	26	3
410	3	2	3	3	17	4	4	1	4	4	4	21	5
411	4	5	4	4	23	4	5	5	4	4	5	27	4
412	2	4	2	2	14	3	3	4	2	3	2	17	3
413	1	3	2	2	12	2	2	4	2	2	2	14	3
414	5	3	5	5	27	5	5	3	5	5	5	28	4
415	5	3	5	5	28	5	5	3	5	5	5	28	5
416	3	4	4	3	21	2	3	5	3	3	2	18	2
417	4	1	5	4	22	3	3	2	4	3	4	19	3
418	3	1	3	4	19	2	2	1	3	3	3	14	3
419	3	2	4	3	20	4	3	2	4	4	4	21	2
420	3	2	4	4	21	4	3	3	3	3	3	19	3
421	3	2	4	4	21	2	2	2	2	2	2	12	3
422	3	4	3	4	22	4	4	4	4	3	4	23	4
423	4	5	3	4	22	3	3	5	3	2	4	20	3
424	4	3	4	4	23	5	5	3	5	5	5	28	5
425	3	4	4	4	22	3	3	4	4	4	4	22	3
426	2	3	2	2	13	2	2	2	2	2	2	12	1
427	3	4	3	3	19	3	4	4	4	4	4	23	4
428	4	4	4	3	23	4	5	4	4	4	5	26	3
429	4	3	4	5	24	5	5	2	5	5	5	27	3
430	4	1	4	4	21	4	4	1	4	4	4	21	4

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
431	3	2	2	2	12	3	3	2	4	3	3	18	2
432	4	2	5	4	23	3	3	2	3	4	4	19	3
433	4	1	3	4	18	3	3	1	3	3	3	16	4
434	4	4	4	3	23	4	5	5	4	4	4	26	3
435	5	3	5	4	26	4	5	3	5	4	5	26	4
436	3	5	3	4	22	4	3	5	3	4	4	23	2
437	4	2	5	5	25	4	4	2	5	4	5	24	5
438	3	2	2	2	14	3	3	2	2	3	3	16	2
439	4	3	4	3	23	4	5	3	5	5	5	27	5
440	3	2	3	3	17	3	3	2	3	3	3	17	3
441	3	1	4	3	17	4	4	1	4	4	4	21	4
442	2	2	2	2	12	2	2	3	3	3	2	15	3
443	5	4	5	5	29	5	5	3	5	5	5	28	5
444	2	2	3	2	13	3	3	3	4	3	4	20	3
445	3	4	2	3	17	3	4	4	4	4	4	23	4
446	4	1	3	4	19	4	4	1	4	4	4	21	3
447	3	1	3	3	16	2	3	1	3	2	2	13	3
448	2	5	3	3	18	4	4	5	4	4	4	25	2
449	5	3	4	3	22	4	4	3	4	4	4	23	4
450	2	2	2	3	14	1	2	2	1	2	1	9	2
451	5	2	4	4	23	5	5	1	5	5	5	26	4
452	5	4	5	5	29	4	4	4	5	4	4	25	4
453	3	4	4	3	20	4	4	5	4	4	3	24	4
454	4	5	3	4	23	4	3	5	3	3	3	21	3
455	3	3	3	4	19	3	4	3	3	3	3	19	3
456	3	4	3	3	19	3	2	3	3	3	3	17	4
457	3	2	4	4	20	3	3	1	3	3	4	17	2
458	3	1	3	3	17	4	4	2	4	4	5	23	3
459	4	3	4	4	22	4	4	2	4	3	4	21	3
460	2	2	2	3	14	3	2	2	2	2	2	13	4
461	2	3	2	2	13	2	3	3	3	2	2	15	3
462	4	4	4	4	23	5	4	5	4	4	4	26	4
463	3	2	3	3	16	4	4	2	5	4	4	23	4
464	3	1	3	3	16	3	4	1	4	4	4	20	2
465	4	4	4	5	26	5	5	4	5	5	4	28	4
466	3	2	3	3	17	3	3	2	2	3	3	16	2

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
467	4	4	5	5	27	3	4	3	3	4	3	20	4
468	5	5	4	4	26	3	3	5	3	3	4	21	2
469	3	3	3	3	19	3	3	3	3	3	2	17	3
470	3	3	2	3	14	2	2	3	2	2	2	13	2
471	3	3	3	3	18	2	3	2	3	2	3	15	3
472	3	3	2	2	15	3	4	3	4	4	3	21	3
473	3	2	4	2	16	2	2	2	2	2	3	13	3
474	5	3	5	4	25	3	3	3	3	3	3	18	5
475	4	3	4	5	25	5	4	4	4	5	5	27	5
476	3	5	4	3	22	2	2	4	3	3	2	16	4
477	3	1	4	4	18	4	3	2	4	4	3	20	3
478	3	2	3	3	16	2	2	2	2	3	2	13	1
479	2	2	2	2	12	3	4	2	3	2	3	17	3
480	4	2	4	4	22	4	4	2	4	3	4	21	5
481	2	2	2	2	14	3	3	2	3	3	3	17	4
482	4	1	4	3	19	3	3	2	4	3	4	19	3
483	3	1	3	3	16	4	4	2	4	4	4	22	3
484	2	5	3	3	17	5	4	5	5	5	4	28	2
485	5	4	5	5	29	3	4	4	3	3	3	20	3
486	4	3	3	4	20	3	3	4	4	3	4	21	4
487	3	4	3	4	22	4	5	4	5	4	5	27	3
488	3	4	3	3	19	5	4	3	4	4	4	24	3
489	3	4	3	3	19	3	3	3	3	3	3	18	2
490	3	2	3	3	17	4	3	1	3	3	3	17	3
491	4	4	4	3	23	4	4	4	4	4	4	24	4
492	5	3	5	5	28	5	4	4	5	5	4	27	4
493	2	3	2	2	13	3	3	3	3	3	2	17	3
494	3	1	4	3	18	3	4	1	3	4	3	18	3
495	3	3	3	3	19	3	2	3	2	3	3	16	4
496	4	5	4	3	24	5	5	3	5	4	4	26	4
497	2	2	3	3	16	3	3	3	2	3	3	17	3
498	3	3	3	4	19	2	3	3	3	2	3	16	4
499	1	2	1	1	7	3	3	3	3	3	3	18	3
500	3	2	3	2	14	3	3	2	3	3	4	18	3
501	4	4	4	4	22	4	4	4	3	5	4	24	3
502	3	2	3	3	17	3	3	2	3	2	3	16	2

ID	Q9	Q10_R	Q11	Q12	Information Flow	Q13	Q14	Q15_R	Q16	Q17	Q18	Motivators	Q19
503	4	4	4	3	22	4	4	4	4	4	5	25	3
504	4	2	3	4	20	2	3	2	2	3	2	14	3
505	2	4	3	4	20	3	4	5	4	4	3	23	3
506	2	2	3	3	16	4	4	2	4	3	4	21	3
507	3	1	4	4	20	3	3	1	3	3	3	16	3
508	2	4	2	2	16	1	1	4	1	2	1	10	2
509	4	4	4	4	24	3	4	4	3	4	4	22	3
510	3	1	3	3	15	3	3	1	3	3	4	17	2
511	4	1	4	4	21	4	4	2	4	4	4	22	5
512	4	3	4	4	23	5	5	3	5	5	5	28	5
513	4	3	3	4	21	4	3	3	4	4	4	22	4
514	3	2	3	3	17	3	3	2	3	3	3	17	2
515	4	4	4	4	24	4	4	4	4	4	4	24	4
516	3	3	3	2	16	3	2	4	2	2	3	16	2
517	5	1	5	4	24	5	5	1	5	5	5	26	5
518	2	3	2	2	13	3	2	3	3	3	3	17	3
519	3	3	3	3	20	4	3	3	4	4	4	22	4
520	5	3	5	5	27	4	3	3	5	4	4	23	5
521	4	5	4	4	25	3	4	5	3	3	3	21	2
522	3	1	3	2	15	4	3	1	4	4	3	19	3
523	3	2	3	3	17	2	2	3	2	2	2	13	3
524	5	5	4	4	27	4	3	5	4	4	3	23	2
525	4	4	3	3	21	4	4	4	4	4	4	24	3
526	3	4	4	4	23	3	4	3	3	4	5	22	4
527	3	3	3	3	18	4	4	2	4	4	3	21	2
528	4	3	3	3	19	4	5	4	4	5	4	26	4
529	4	1	4	4	21	2	3	1	4	4	3	17	3
530	4	3	4	4	23	3	3	3	3	3	3	18	5
531	4	2	4	4	22	4	4	2	3	4	4	21	3
532	3	1	2	3	13	2	2	1	2	2	2	11	3

Raw data panel 3 (columns 27–39 of 52)

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
1	1	4	3	4	4	20	74	4	3	4	4	4	19
2	5	4	4	4	4	24	76	3	4	4	3	4	18
3	3	4	4	4	3	22	86	4	3	3	4	3	17
4	1	3	4	5	4	21	71	4	4	4	5	5	22
5	2	3	3	3	3	17	74	4	4	4	4	4	20
6	3	2	3	3	2	16	54	3	3	3	3	3	15
7	5	2	2	2	2	15	63	2	3	2	2	2	11
8	1	3	4	3	3	17	73	3	2	3	3	2	13
9	4	3	3	3	3	19	90	5	4	4	4	5	22
10	3	5	5	5	5	28	96	3	3	4	3	3	16
11	3	4	3	4	4	21	69	4	3	3	3	4	17
12	4	4	4	4	5	25	98	4	4	4	5	4	21
13	2	1	2	1	2	10	68	3	4	3	4	4	18
14	4	4	4	3	4	23	77	4	4	4	4	4	20
15	3	4	3	3	4	20	100	4	5	4	5	4	22
16	4	4	5	4	5	26	101	5	4	5	4	5	23
17	2	4	5	5	4	24	90	4	4	5	5	5	23
18	2	3	3	3	3	17	65	3	4	3	2	3	15
19	4	3	4	3	4	21	92	5	4	4	4	4	21
20	3	4	4	4	3	22	101	4	5	5	5	5	24
21	2	5	5	5	5	27	103	5	5	4	5	5	24
22	2	3	4	4	3	20	71	4	4	5	4	3	20
23	2	3	3	3	3	17	68	3	2	3	3	3	14
24	5	2	3	2	3	17	84	4	4	4	4	4	20
25	2	4	4	4	3	20	87	5	5	4	5	4	23
26	3	5	4	5	5	27	87	4	4	3	4	4	19
27	3	4	5	5	5	27	93	5	5	5	5	5	25
28	3	4	4	4	4	23	81	4	5	4	5	5	23
29	1	5	5	5	5	26	102	5	5	5	5	5	25
30	4	4	4	5	5	26	90	3	3	3	3	4	16
31	2	3	4	3	3	19	68	5	5	5	4	5	24
32	2	4	4	3	3	19	69	3	3	3	3	3	15
33	1	3	3	3	3	16	76	5	4	4	4	4	21
34	2	3	3	4	3	19	73	4	4	4	4	4	20

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
35	2	4	3	3	3	19	65	3	5	4	4	4	20
36	3	2	2	2	2	13	65	3	3	2	3	3	14
37	2	5	4	4	4	23	72	3	4	3	4	4	18
38	2	2	2	3	2	13	64	3	3	3	3	2	14
39	4	3	3	3	3	19	81	2	3	3	3	3	14
40	4	4	4	4	4	25	100	3	5	4	4	5	21
41	2	2	2	2	2	12	68	4	3	3	3	4	17
42	2	3	3	3	4	18	74	4	4	4	4	4	20
43	3	5	4	4	4	24	91	5	5	4	5	5	24
44	2	1	1	1	1	8	64	5	5	4	4	5	23
45	3	2	1	1	2	11	52	4	3	3	4	3	17
46	3	4	3	3	3	20	90	4	4	4	5	4	21
47	3	4	5	4	4	24	94	4	4	3	4	4	19
48	4	4	4	4	4	25	93	4	4	4	4	4	20
49	1	4	5	4	4	22	85	5	5	4	4	5	23
50	1	5	4	5	4	23	87	5	5	4	5	5	24
51	2	3	2	2	3	14	70	4	3	4	3	3	17
52	3	3	3	3	3	18	73	4	4	4	4	3	19
53	4	4	3	3	3	20	91	3	3	4	4	3	17
54	4	3	4	4	4	23	92	4	4	4	4	4	20
55	4	4	3	4	4	23	96	4	4	4	4	5	21
56	3	1	1	1	2	10	57	2	3	2	3	3	13
57	3	3	3	3	3	19	66	3	2	3	3	3	14
58	2	3	3	3	3	18	78	4	3	4	3	3	17
59	1	3	3	3	4	17	79	4	4	5	4	4	21
60	3	3	2	2	3	15	62	3	3	3	4	2	15
61	3	4	4	3	4	22	88	4	4	4	3	4	19
62	1	3	4	4	4	19	76	4	4	5	5	4	22
63	4	3	3	3	3	18	77	4	4	3	4	4	19
64	4	4	4	4	4	24	95	4	4	4	3	4	19
65	2	4	5	5	4	24	69	3	4	3	3	4	17
66	5	4	4	4	4	26	100	3	2	3	2	3	13
67	3	4	4	4	4	23	95	4	5	5	5	5	24
68	3	4	4	4	5	24	94	3	3	3	4	4	17
69	2	3	4	4	4	20	70	3	4	4	4	3	18
70	5	2	3	2	2	17	84	3	3	3	3	4	16

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
71	1	3	3	3	2	15	64	3	4	4	3	4	18
72	2	4	4	4	4	22	88	4	5	5	5	5	24
73	3	4	4	5	4	24	101	5	5	4	5	5	24
74	3	3	2	2	2	14	46	2	1	2	2	2	9
75	3	5	5	5	5	28	102	5	5	5	5	5	25
76	4	5	5	5	5	28	94	3	3	3	4	3	16
77	5	3	2	3	3	18	76	3	4	4	3	3	17
78	5	4	3	3	4	22	99	4	4	4	5	5	22
79	5	3	4	3	3	21	78	3	3	3	3	4	16
80	3	4	4	5	5	26	107	5	4	4	5	5	23
81	5	2	2	3	2	16	74	3	2	2	2	3	12
82	3	1	1	1	2	9	65	3	3	3	3	4	16
83	3	2	3	2	2	14	58	4	4	4	4	5	21
84	1	3	2	3	3	14	68	3	3	3	3	3	15
85	2	4	4	3	3	20	77	5	4	4	5	4	22
86	2	3	4	3	3	18	67	4	4	4	4	4	20
87	5	4	4	4	4	25	98	5	5	5	5	5	25
88	4	3	3	4	3	20	92	5	5	5	5	5	25
89	1	3	3	4	3	17	82	5	5	5	5	5	25
90	1	3	3	3	3	16	67	3	3	3	4	4	17
91	2	2	2	2	1	11	55	3	3	3	3	3	15
92	2	3	4	4	4	20	89	5	3	4	4	4	20
93	5	3	4	4	4	24	92	3	3	3	3	3	15
94	5	3	3	4	3	20	87	4	5	4	5	4	22
95	1	3	3	3	3	15	64	4	4	4	4	4	20
96	1	3	4	3	4	18	71	4	4	4	4	4	20
97	2	2	2	2	2	12	63	2	3	3	3	2	13
98	3	3	3	4	3	19	95	5	5	5	5	5	25
99	3	3	3	3	4	19	76	3	3	3	3	3	15
100	4	3	2	2	3	17	86	5	4	4	5	4	22
101	3	4	4	4	4	23	95	4	3	4	4	4	19
102	4	4	4	4	3	23	84	3	3	3	4	4	17
103	4	4	3	3	3	20	86	5	5	4	4	4	22
104	3	3	3	2	3	17	59	3	3	3	3	3	15
105	4	3	3	3	3	19	85	4	5	4	5	5	23
106	2	1	1	1	1	7	51	3	3	3	3	3	15

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
107	2	2	2	2	2	11	63	3	3	3	3	3	15
108	5	3	3	3	3	20	84	3	4	3	3	3	16
109	2	3	2	3	3	16	71	3	4	3	4	4	18
110	3	2	3	3	3	16	54	2	1	2	2	2	9
111	4	4	4	4	4	24	102	4	3	4	3	4	18
112	1	4	5	3	4	21	81	5	5	5	5	5	25
113	4	3	4	4	3	22	93	4	3	4	4	4	19
114	2	2	3	3	2	15	73	4	4	4	5	4	21
115	2	3	4	4	4	19	68	3	4	4	3	4	18
116	1	2	2	2	2	11	54	3	3	3	3	3	15
117	2	3	3	3	3	17	69	5	4	4	4	4	21
118	2	5	5	4	5	25	88	4	4	4	3	4	19
119	2	2	2	2	2	12	73	3	3	3	3	3	15
120	2	3	2	2	3	14	66	3	2	3	2	3	13
121	5	1	1	1	2	12	45	2	2	3	3	2	12
122	1	3	3	2	3	15	62	5	4	4	5	4	22
123	3	3	3	4	3	19	74	3	4	4	4	4	19
124	2	3	3	3	3	17	73	4	4	3	4	4	19
125	2	4	4	4	3	20	84	4	4	5	4	5	22
126	1	5	4	4	3	20	90	4	5	4	5	4	22
127	2	3	4	3	3	18	72	4	4	3	4	4	19
128	4	3	3	4	4	22	70	3	4	3	3	3	16
129	2	4	3	4	4	21	86	5	4	5	4	4	22
130	2	3	4	3	3	19	67	5	4	4	4	4	21
131	3	4	4	4	4	23	79	4	4	4	3	4	19
132	2	2	2	1	1	9	52	3	3	3	3	3	15
133	1	4	3	4	4	19	82	4	4	4	5	5	22
134	2	5	5	5	5	27	103	5	5	5	5	5	25
135	5	3	3	2	2	18	81	3	4	3	3	3	16
136	1	3	3	3	3	16	66	4	4	4	4	4	20
137	2	3	3	3	4	18	74	4	4	5	4	4	21
138	4	4	3	4	4	23	102	4	4	4	4	4	20
139	1	4	3	3	4	19	67	4	3	3	4	3	17
140	4	3	4	3	3	20	81	2	2	2	3	3	12
141	5	3	3	4	3	21	74	4	3	3	2	3	15
142	3	3	3	3	3	18	72	2	2	2	2	2	10

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
143	4	4	4	4	5	25	85	4	4	4	4	4	20
144	4	3	2	3	3	17	75	3	2	3	3	3	14
145	1	4	4	4	4	21	78	5	5	4	4	5	23
146	3	3	4	3	3	19	74	4	4	4	4	3	19
147	3	4	4	4	3	22	82	3	4	4	3	4	18
148	3	3	3	2	3	17	67	4	3	4	3	4	18
149	5	2	3	3	2	17	88	3	3	3	3	3	15
150	3	3	3	3	3	18	72	4	4	4	4	4	20
151	2	4	3	4	3	20	79	5	5	5	5	5	25
152	2	3	3	4	3	19	59	2	2	2	2	2	10
153	1	3	3	3	2	15	61	3	3	3	4	3	16
154	3	4	4	3	4	21	91	3	3	3	3	3	15
155	5	4	4	4	4	25	102	3	4	4	4	4	19
156	3	1	2	1	2	11	67	3	4	3	4	4	18
157	5	3	3	3	3	20	79	3	3	2	3	3	14
158	1	4	4	4	4	21	85	4	5	4	4	5	22
159	3	3	4	4	5	23	82	5	5	5	5	5	25
160	2	3	2	2	2	13	55	3	3	3	4	3	16
161	1	5	4	5	4	23	91	5	5	5	5	5	25
162	1	3	2	3	3	15	58	4	4	4	4	4	20
163	1	4	4	4	4	21	81	4	4	4	4	3	19
164	4	4	5	5	4	27	88	4	4	4	4	4	20
165	3	2	2	1	3	13	60	3	3	3	3	2	14
166	1	3	3	3	3	16	74	4	4	4	4	4	20
167	4	5	5	4	5	28	102	4	5	5	4	4	22
168	2	4	4	4	5	23	79	4	4	3	4	4	19
169	3	4	4	4	4	23	99	2	3	3	3	2	13
170	1	3	2	3	3	15	68	5	4	4	4	4	21
171	4	4	5	5	5	28	96	5	5	5	5	5	25
172	2	2	1	2	2	12	52	4	4	3	3	3	17
173	2	3	2	3	3	16	64	3	4	3	3	3	16
174	4	4	4	4	5	26	94	4	4	5	4	5	22
175	2	2	2	2	2	12	64	3	4	4	3	4	18
176	3	4	5	4	4	24	99	4	5	5	5	5	24
177	2	4	4	3	3	19	79	3	3	3	3	3	15
178	1	4	4	4	3	20	75	3	3	2	3	3	14

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
179	2	3	3	4	3	18	68	5	4	3	4	3	19
180	3	3	3	3	3	17	66	4	3	4	3	3	17
181	1	2	1	2	2	10	50	3	3	3	3	3	15
182	2	3	2	3	3	16	64	3	3	4	3	3	16
183	5	3	4	3	3	21	64	3	3	3	3	3	15
184	4	4	3	3	4	21	68	3	3	3	3	2	14
185	3	2	2	2	2	13	55	2	3	3	2	3	13
186	4	4	4	4	5	24	81	3	3	3	4	3	16
187	4	3	4	4	3	21	83	3	3	3	3	3	15
188	4	3	3	3	3	18	68	3	3	3	3	3	15
189	3	3	2	2	2	14	49	3	3	2	3	3	14
190	1	3	3	4	4	19	80	4	3	4	4	5	20
191	5	3	4	3	3	21	80	3	3	3	4	3	16
192	4	5	5	5	5	29	95	5	5	4	5	4	23
193	4	3	4	3	2	19	85	3	3	3	3	3	15
194	2	1	1	2	2	10	56	4	4	4	4	3	19
195	2	2	2	3	2	14	61	3	4	4	4	4	19
196	5	3	4	3	3	21	96	3	3	3	3	4	16
197	2	4	3	4	3	19	67	3	3	2	3	3	14
198	4	4	3	3	3	21	93	4	4	4	4	4	20
199	3	4	4	4	3	22	99	4	5	4	5	4	22
200	4	4	4	4	4	24	83	4	3	4	4	4	19
201	4	2	2	1	2	13	62	2	2	2	2	3	11
202	1	4	4	4	4	21	75	3	3	4	4	4	18
203	4	1	1	1	1	9	58	3	3	2	2	2	12
204	2	4	4	4	4	22	82	3	4	4	4	4	19
205	4	4	4	3	4	23	94	4	4	5	4	4	21
206	2	3	3	3	4	19	68	3	4	4	4	4	19
207	1	3	4	3	3	17	55	2	3	2	3	3	13
208	4	4	4	3	4	23	87	4	4	4	4	4	20
209	2	3	4	4	3	20	70	4	4	4	4	4	20
210	3	4	4	4	5	24	98	3	4	3	3	4	17
211	4	3	4	4	4	23	86	3	3	3	3	3	15
212	3	2	2	3	3	16	62	4	4	4	4	3	19
213	4	3	4	4	3	22	79	4	3	4	3	4	18
214	4	3	3	3	4	21	78	4	3	5	4	3	19

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
215	1	3	4	3	4	19	84	3	4	4	4	4	19
216	5	3	4	4	4	24	76	2	2	2	2	2	10
217	3	2	3	2	2	15	65	4	5	3	4	3	19
218	1	2	2	2	3	12	61	4	4	4	4	4	20
219	4	5	4	4	4	25	106	5	5	4	4	5	23
220	3	3	3	3	4	19	62	3	3	3	3	2	14
221	3	3	4	4	4	22	94	4	4	4	3	4	19
222	2	3	4	4	4	21	77	4	4	4	4	4	20
223	2	2	2	3	3	15	58	3	2	3	3	3	14
224	2	4	4	4	4	22	78	5	5	5	4	5	24
225	4	3	3	4	4	22	98	5	5	5	4	4	23
226	1	2	3	3	3	15	81	4	4	4	4	4	20
227	3	2	2	2	2	13	62	4	3	4	4	3	18
228	2	3	3	3	3	17	67	4	4	4	4	4	20
229	5	4	3	4	4	24	81	4	3	3	3	3	16
230	5	4	4	4	3	24	98	5	4	5	5	4	23
231	4	3	2	3	2	16	83	3	3	3	3	3	15
232	2	2	3	3	2	14	49	3	3	4	3	3	16
233	4	3	4	3	3	20	80	4	3	4	3	4	18
234	2	3	3	4	4	20	69	3	3	3	4	4	17
235	2	4	3	4	4	21	74	3	4	3	4	3	17
236	2	2	2	2	2	11	62	3	3	3	3	3	15
237	4	3	3	4	3	20	82	4	5	4	4	3	20
238	3	2	3	2	3	16	49	2	2	2	2	2	10
239	3	4	4	4	4	22	72	3	3	3	3	2	14
240	4	3	3	2	3	17	71	4	4	3	3	3	17
241	3	3	2	2	2	15	79	3	4	3	3	4	17
242	1	4	4	3	3	19	67	4	3	4	5	4	20
243	4	4	4	3	4	23	86	4	4	4	4	4	20
244	1	5	5	5	5	26	87	4	4	4	4	4	20
245	1	3	3	3	2	15	60	4	4	4	4	4	20
246	5	3	4	3	3	21	75	3	3	2	3	3	14
247	3	3	3	3	3	18	74	4	5	5	5	4	23
248	3	1	1	1	1	9	40	1	1	2	2	2	8
249	2	3	4	5	4	22	84	3	3	3	3	3	15
250	1	4	4	4	4	21	71	4	5	5	5	4	23

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
251	1	4	3	4	3	19	78	5	4	4	5	4	22
252	1	4	3	3	4	18	70	4	4	5	4	4	21
253	2	4	4	4	4	22	86	4	4	5	4	4	21
254	3	3	3	3	3	18	77	4	4	4	4	4	20
255	2	3	3	3	3	18	71	3	4	3	3	3	16
256	5	3	3	3	3	20	85	3	3	4	3	2	15
257	2	2	2	3	3	14	63	3	3	2	3	3	14
258	1	3	3	4	4	18	83	5	5	5	5	5	25
259	3	4	5	5	4	25	102	4	4	5	4	5	22
260	5	3	3	2	2	17	70	3	3	4	3	4	17
261	1	4	4	3	3	19	73	5	5	4	4	5	23
262	5	2	2	2	2	15	83	3	3	3	3	3	15
263	2	4	3	3	3	18	98	4	4	3	3	3	17
264	2	2	3	2	2	14	67	3	3	3	2	3	14
265	3	5	4	5	5	27	93	5	5	4	5	5	24
266	3	4	3	3	3	19	89	4	4	5	4	4	21
267	3	3	3	3	3	18	69	4	4	4	4	4	20
268	3	3	3	3	3	18	76	4	5	5	4	5	23
269	3	3	3	2	3	17	59	3	2	3	2	1	11
270	2	3	3	3	2	16	59	3	4	3	3	3	16
271	2	3	3	3	3	17	74	4	4	4	5	4	21
272	2	5	5	5	5	27	101	5	5	5	5	5	25
273	4	3	3	3	3	18	72	3	2	2	3	3	13
274	3	2	2	1	2	12	45	2	3	2	2	3	12
275	4	3	3	3	3	19	83	4	4	4	4	4	20
276	3	2	2	2	1	12	47	2	2	3	4	3	14
277	3	2	2	2	2	14	52	3	4	4	4	3	18
278	3	4	4	4	4	22	86	5	5	5	5	4	24
279	2	3	3	3	4	19	73	4	4	4	4	4	20
280	5	3	4	3	3	21	78	4	5	4	3	4	20
281	4	4	5	4	4	25	104	5	4	4	4	4	21
282	3	5	4	4	5	26	93	4	4	4	4	3	19
283	2	5	5	5	5	26	98	5	4	4	4	4	21
284	5	3	2	3	3	19	77	2	3	3	3	3	14
285	2	4	5	5	5	26	104	4	4	5	5	4	22
286	2	3	3	3	3	17	62	3	3	3	3	4	16

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
287	4	4	4	4	4	24	100	3	4	4	4	4	19
288	3	4	4	4	4	23	93	4	4	4	4	3	19
289	3	3	3	4	4	21	90	4	5	5	4	5	23
290	2	2	2	2	2	12	55	4	3	3	3	3	16
291	4	4	4	3	3	22	92	4	4	5	4	4	21
292	5	2	2	2	2	15	79	3	2	2	2	3	12
293	2	3	2	2	2	13	64	3	3	3	3	4	16
294	4	3	3	3	2	18	72	3	2	3	3	4	15
295	3	4	4	4	4	23	93	4	3	4	3	4	18
296	1	3	3	3	2	15	68	4	3	3	3	3	16
297	3	4	3	4	4	22	85	4	4	4	3	3	18
298	1	2	2	2	2	11	61	4	3	3	3	3	16
299	2	2	4	3	4	19	80	4	5	5	5	5	24
300	2	4	4	4	4	22	72	3	3	3	2	3	14
301	2	4	4	4	4	22	92	5	5	5	5	5	25
302	3	3	3	3	3	19	65	3	4	5	4	3	19
303	1	4	3	4	4	20	79	5	4	4	4	4	21
304	2	4	4	4	4	22	87	5	5	5	5	4	24
305	2	4	4	5	5	24	78	4	4	5	4	4	21
306	2	3	2	3	3	16	62	4	4	4	3	4	19
307	5	3	2	3	1	17	70	2	2	3	2	2	11
308	4	4	3	4	4	23	82	3	4	4	4	4	19
309	1	3	3	3	3	17	80	4	5	4	4	4	21
310	4	3	3	3	3	20	82	3	4	4	3	3	17
311	3	3	3	3	3	19	69	4	5	4	5	4	22
312	2	3	2	3	2	14	62	3	2	4	4	4	17
313	1	4	4	4	4	21	77	3	4	4	4	4	19
314	2	2	2	2	2	12	48	3	4	4	3	3	17
315	1	2	2	2	2	11	58	3	3	4	3	3	16
316	2	3	2	3	3	16	71	3	3	2	3	3	14
317	3	2	2	2	2	13	50	3	2	2	2	2	11
318	4	3	2	4	4	20	83	4	4	3	4	3	18
319	5	4	4	3	3	22	87	4	4	3	4	4	19
320	2	4	4	4	4	22	77	4	4	4	4	4	20
321	3	4	4	5	4	24	102	5	5	5	4	5	24
322	4	4	4	4	4	25	81	4	3	3	3	4	17

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
323	2	4	4	4	4	22	82	3	3	4	3	4	17
324	2	4	4	4	5	23	79	3	3	3	3	3	15
325	2	3	3	4	3	18	76	5	5	5	5	5	25
326	3	2	2	2	2	13	55	3	3	3	2	3	14
327	3	4	3	4	4	21	93	4	5	3	4	5	21
328	1	3	3	3	3	16	73	4	4	4	5	4	21
329	1	3	4	3	3	17	71	4	4	4	4	4	20
330	3	5	5	5	5	27	86	3	5	4	4	4	20
331	2	3	2	3	4	16	74	4	4	3	4	5	20
332	1	4	4	4	4	21	85	4	5	5	5	5	24
333	2	3	3	3	3	17	67	5	5	5	5	5	25
334	1	2	2	2	2	12	71	5	4	5	5	5	24
335	1	3	3	3	2	15	63	4	3	3	3	3	16
336	2	3	3	3	3	17	81	3	4	4	3	4	18
337	2	3	3	3	4	18	77	3	4	3	4	4	18
338	3	4	3	4	4	21	84	3	4	2	2	2	13
339	5	3	3	3	3	19	93	4	4	4	4	3	19
340	3	2	2	2	3	14	66	4	3	4	4	4	19
341	4	3	4	3	4	22	81	4	4	3	4	4	19
342	2	3	3	3	3	17	77	4	4	3	3	3	17
343	4	4	4	4	4	24	92	4	4	5	4	4	21
344	1	5	4	5	4	23	83	5	5	4	5	4	23
345	2	2	3	3	2	15	74	4	4	4	3	4	19
346	2	3	3	3	3	17	67	4	3	3	3	4	17
347	4	3	4	4	4	24	86	4	3	3	3	3	16
348	3	3	2	2	2	15	67	2	2	2	2	2	10
349	3	2	2	3	2	15	54	1	3	2	3	3	12
350	2	4	4	3	4	21	77	3	3	4	4	4	18
351	4	2	3	3	3	18	82	4	3	3	3	2	15
352	2	2	3	3	2	15	56	3	3	3	3	3	15
353	3	4	5	4	4	24	102	4	5	4	4	4	21
354	5	3	3	2	3	20	94	4	4	3	4	4	19
355	4	4	3	4	4	23	98	4	4	3	4	3	18
356	2	3	3	2	3	16	68	4	4	4	4	3	19
357	2	3	3	4	3	19	80	3	3	4	3	3	16
358	2	3	4	3	3	19	75	3	3	3	3	4	16

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
359	3	4	4	4	5	25	106	4	5	4	5	4	22
360	4	2	2	2	2	15	63	3	4	4	4	3	18
361	3	4	4	4	4	23	102	4	4	4	3	4	19
362	2	4	4	4	4	21	87	5	4	4	4	4	21
363	4	3	4	3	4	22	91	3	4	4	4	3	18
364	3	5	5	5	5	28	104	5	4	4	5	4	22
365	5	1	1	1	1	10	67	2	2	2	2	2	10
366	4	3	3	3	3	19	70	3	4	3	4	4	18
367	4	3	3	3	3	19	90	3	3	3	4	3	16
368	2	2	3	2	3	14	76	4	4	4	4	4	20
369	1	4	3	3	4	19	78	4	5	4	5	4	22
370	2	3	2	2	2	14	59	3	3	3	3	4	16
371	2	3	3	3	3	16	73	4	4	4	4	4	20
372	3	3	3	3	3	19	91	4	4	4	4	4	20
373	3	3	3	4	4	20	91	4	3	4	4	4	19
374	2	4	4	4	4	22	78	4	4	4	4	5	21
375	3	5	4	4	5	25	107	4	4	4	3	4	19
376	5	3	2	3	3	19	86	3	4	4	4	3	18
377	3	3	3	4	4	20	72	3	4	3	4	3	17
378	3	4	4	5	4	24	93	4	5	5	5	4	23
379	3	2	3	2	2	14	67	1	3	2	3	2	11
380	2	4	4	3	4	21	89	5	4	5	5	4	23
381	3	3	3	3	3	18	83	4	5	4	4	4	21
382	2	3	3	3	3	17	71	4	4	4	4	4	20
383	3	3	3	2	2	16	82	4	3	3	3	4	17
384	3	2	2	2	2	13	59	3	2	2	3	3	13
385	2	4	4	5	4	23	83	4	4	5	4	4	21
386	2	3	3	3	2	16	64	4	4	4	3	4	19
387	5	3	2	3	3	19	83	2	2	2	2	2	10
388	5	2	1	2	2	14	75	3	3	3	3	3	15
389	3	5	5	5	4	26	102	4	4	4	4	4	20
390	1	4	4	3	4	20	76	5	5	4	5	5	24
391	2	3	3	3	3	18	76	5	4	4	4	5	22
392	5	3	3	3	3	20	81	3	4	4	4	4	19
393	3	2	4	3	3	18	59	4	4	4	4	4	20
394	2	4	4	4	3	20	85	4	4	4	5	3	20

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
395	2	3	4	4	4	21	72	3	3	3	4	3	16
396	1	5	5	5	5	26	101	5	5	5	5	5	25
397	3	5	5	4	4	26	101	4	5	4	4	5	22
398	2	4	3	3	4	20	79	5	4	4	4	4	21
399	3	2	2	3	3	15	61	3	4	3	3	3	16
400	2	3	2	3	2	15	62	3	4	3	3	4	17
401	2	2	2	2	2	12	67	3	3	3	4	3	16
402	3	3	2	3	2	16	69	4	4	4	4	4	20
403	2	3	3	3	3	17	75	4	3	4	4	3	18
404	2	4	4	4	4	22	79	3	4	3	3	3	16
405	1	3	4	3	3	17	63	4	3	4	4	4	19
406	4	4	3	4	4	22	86	4	3	3	4	4	18
407	3	5	4	5	5	27	101	4	4	5	5	5	23
408	2	3	4	3	4	20	84	4	4	5	4	4	21
409	4	3	3	3	3	19	97	5	4	5	4	5	23
410	1	4	4	4	5	23	82	3	3	4	4	4	18
411	4	3	3	3	4	21	90	3	5	3	3	3	17
412	4	2	2	2	3	16	60	1	1	1	1	1	5
413	3	2	2	2	2	14	56	3	4	3	4	3	17
414	3	4	4	4	4	23	104	3	3	3	3	4	16
415	3	5	5	4	4	26	108	4	4	4	4	4	20
416	5	2	3	2	3	17	73	1	1	1	2	2	7
417	2	3	3	4	3	18	80	3	3	3	2	2	13
418	2	3	4	3	4	19	74	3	3	4	3	4	17
419	3	2	2	2	2	13	75	4	4	4	4	4	20
420	2	3	2	3	3	16	73	3	3	4	4	3	17
421	2	3	3	4	3	18	71	3	4	4	3	3	17
422	3	4	4	4	3	22	85	4	3	4	5	4	20
423	4	2	3	3	3	18	78	4	3	4	4	4	19
424	3	5	5	5	5	28	104	5	5	5	5	5	25
425	5	3	3	3	3	20	87	3	3	4	3	4	17
426	3	1	1	1	1	8	54	3	4	3	4	3	17
427	4	3	4	4	4	23	84	3	4	3	4	3	17
428	3	4	3	4	4	21	94	5	5	5	5	5	25
429	2	4	4	3	4	20	99	4	4	3	3	3	17
430	1	3	4	3	4	19	82	4	4	4	3	4	19

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
431	2	2	2	2	2	12	55	3	4	3	4	4	18
432	2	4	4	3	4	20	76	4	5	5	5	5	24
433	2	3	3	3	3	18	74	4	4	4	4	4	20
434	4	3	4	3	3	20	91	3	3	3	3	3	15
435	3	5	4	5	5	26	102	5	5	5	5	5	25
436	5	3	2	3	2	17	83	4	4	4	4	4	20
437	2	5	5	4	4	25	102	5	5	4	5	5	24
438	2	2	3	3	3	15	63	4	3	4	4	4	19
439	3	5	4	5	5	27	101	5	5	5	5	5	25
440	1	3	3	3	3	16	70	3	3	3	3	3	15
441	2	5	5	5	5	26	90	5	4	4	4	3	20
442	2	3	3	4	2	17	56	2	3	2	3	2	12
443	2	5	5	5	5	27	108	5	5	5	5	5	25
444	3	4	3	4	4	21	67	3	4	4	4	4	19
445	4	4	4	4	4	24	85	5	5	4	5	4	23
446	1	3	3	2	3	15	70	4	4	4	5	4	21
447	1	3	3	3	3	16	56	3	2	2	2	3	12
448	5	2	3	3	3	18	81	3	3	2	3	3	14
449	3	4	5	4	4	24	91	4	4	3	4	4	19
450	2	2	2	2	2	12	48	3	3	4	3	4	17
451	1	3	3	4	3	18	89	4	4	4	4	4	20
452	4	5	5	5	5	28	110	4	3	4	4	5	20
453	5	4	3	4	4	24	88	3	2	3	4	3	15
454	5	3	3	3	3	20	85	3	4	3	3	3	16
455	2	3	2	2	3	15	76	3	3	3	4	4	17
456	3	4	4	4	5	24	80	4	3	4	4	4	19
457	1	2	2	2	2	11	62	4	4	4	3	4	19
458	1	3	4	3	4	18	72	4	4	4	4	4	20
459	2	2	2	2	2	13	72	4	4	4	4	4	20
460	3	4	4	4	3	22	64	4	4	3	4	4	19
461	3	3	2	2	2	15	58	2	2	2	3	3	12
462	5	3	3	3	3	21	94	5	5	5	5	5	25
463	2	4	4	4	4	22	78	4	4	4	4	4	20
464	1	3	2	2	2	12	68	4	4	4	4	5	21
465	4	3	3	2	3	19	94	3	4	3	3	3	16
466	3	2	2	2	2	13	60	3	3	3	3	4	16

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
467	3	4	3	4	4	22	91	3	4	3	4	4	18
468	5	2	3	3	3	18	86	3	3	3	3	3	15
469	2	4	3	4	3	19	67	4	5	4	4	4	21
470	3	2	2	2	3	14	55	3	4	4	4	4	19
471	2	3	3	3	3	17	67	3	3	3	3	3	15
472	4	3	4	3	3	20	76	4	4	4	4	4	20
473	3	3	3	4	4	20	60	4	4	3	4	4	19
474	3	5	4	5	5	27	90	5	4	4	4	5	22
475	4	4	5	5	5	28	105	3	3	4	3	2	15
476	4	4	4	3	3	22	83	4	5	5	3	3	20
477	2	3	2	3	2	15	73	4	3	4	3	4	18
478	2	2	2	1	1	9	51	4	3	3	3	4	17
479	2	3	3	3	3	17	58	2	3	3	3	3	14
480	2	5	4	4	5	25	85	3	3	3	3	4	16
481	2	3	3	3	3	18	66	4	3	3	3	4	17
482	2	3	3	2	3	16	64	3	4	4	4	4	19
483	2	3	3	3	3	17	72	3	4	3	4	4	18
484	4	2	2	2	2	14	78	4	3	4	3	3	17
485	4	3	3	3	3	19	89	4	4	4	4	4	20
486	4	4	4	4	3	23	83	3	2	2	2	2	11
487	4	3	3	3	4	20	92	3	3	3	3	3	15
488	3	3	3	3	3	18	80	2	2	2	3	2	11
489	3	2	2	2	2	13	68	3	3	3	2	3	14
490	1	4	4	4	4	20	67	4	4	3	4	4	19
491	3	4	5	5	4	25	99	4	5	5	4	5	23
492	4	4	4	4	4	24	100	4	5	4	5	4	22
493	3	2	2	2	2	14	61	2	2	3	2	3	12
494	1	3	3	3	4	17	74	3	4	4	3	4	18
495	4	4	4	4	4	24	81	2	3	4	3	3	15
496	4	4	3	4	5	24	93	3	3	3	2	2	13
497	2	2	2	3	2	14	64	3	2	3	2	2	12
498	2	4	5	4	4	23	81	4	4	5	4	4	21
499	3	2	3	2	2	15	54	3	3	3	4	3	16
500	3	3	3	4	3	19	67	3	3	3	3	3	15
501	5	4	3	4	3	22	92	4	4	4	4	4	20
502	2	3	2	3	3	15	65	3	4	4	3	4	18

ID	Q20_R	Q21	Q22	Q23	Q24	Structure	total Dimension I: Organizational DNA	Q25	Q26	Q27	Q28	Q29	Institutional Resilience
503	3	4	4	4	4	22	87	4	4	4	4	4	20
504	3	3	3	3	3	18	70	2	3	2	3	3	13
505	4	3	3	3	4	20	85	4	4	4	4	4	20
506	2	3	2	3	3	16	66	3	3	3	3	3	15
507	2	4	3	3	3	18	69	3	3	3	3	3	15
508	4	2	2	2	2	14	58	3	3	3	4	3	16
509	5	4	3	4	4	23	94	3	4	3	4	4	18
510	2	3	2	2	2	13	62	3	4	4	4	3	18
511	1	5	5	5	5	26	94	4	5	5	5	5	24
512	3	4	5	4	5	26	100	4	4	3	4	4	19
513	3	4	4	4	3	22	90	4	5	5	4	4	22
514	3	2	2	2	3	14	62	4	4	4	4	4	20
515	4	4	4	4	5	25	93	4	4	4	4	5	21
516	3	2	1	1	1	10	61	3	4	2	3	4	16
517	1	5	4	4	5	24	99	5	5	4	4	5	23
518	3	2	3	2	2	15	61	2	2	3	2	2	11
519	3	4	4	4	4	23	83	5	5	5	5	4	24
520	3	5	4	5	5	27	98	3	4	4	3	4	18
521	5	3	3	3	3	19	85	3	3	3	3	3	15
522	1	3	3	3	3	16	71	4	4	4	4	4	20
523	2	3	3	3	3	17	54	4	4	3	4	3	18
524	5	3	3	2	2	17	83	3	3	3	3	3	15
525	3	4	4	4	4	22	86	3	3	4	4	3	17
526	4	3	4	4	4	23	94	4	4	3	3	3	17
527	3	3	3	2	3	16	71	3	3	4	3	3	16
528	3	4	4	4	4	23	89	3	3	3	3	3	15
529	1	3	4	3	4	18	77	5	4	4	4	4	21
530	3	4	5	5	5	27	93	4	4	5	4	4	21
531	2	4	3	4	4	20	82	2	3	3	3	3	14
532	1	3	3	3	3	16	58	4	5	4	4	4	21

Raw data panel 4 (columns 40–52 of 52)

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
1	4	4	4	4	5	21	4	4	4	5	3	20	60
2	3	3	4	3	4	17	3	3	3	3	3	15	50
3	4	5	4	4	5	22	3	3	3	3	3	15	54
4	4	4	3	4	4	19	4	4	4	5	4	21	62
5	4	3	4	4	4	19	4	4	4	4	4	20	59
6	3	3	3	3	3	15	2	2	2	2	2	10	40
7	2	3	2	2	2	11	3	2	3	3	3	14	36
8	3	3	3	3	3	15	2	3	3	3	3	14	42
9	3	3	3	4	3	16	5	5	5	5	5	25	63
10	5	4	4	4	4	21	4	3	4	3	4	18	55
11	3	3	3	3	3	15	3	3	3	3	3	15	47
12	3	3	4	4	4	18	4	3	4	3	4	18	57
13	3	4	4	3	4	18	3	3	3	2	3	14	50
14	4	3	3	4	3	17	3	3	3	2	4	15	52
15	4	5	5	5	5	24	5	4	4	4	5	22	68
16	5	5	4	5	4	23	4	4	4	4	4	20	66
17	4	4	4	4	4	20	4	3	3	3	3	16	59
18	4	3	3	3	3	16	4	4	4	4	4	20	51
19	4	4	4	4	4	20	4	4	3	4	3	18	59
20	4	4	4	5	5	22	4	5	5	4	4	22	68
21	4	4	4	4	3	19	4	4	4	4	3	19	62
22	4	3	3	4	4	18	3	4	3	3	4	17	55
23	4	3	3	3	3	16	3	3	2	3	2	13	43
24	2	3	2	2	3	12	4	4	4	4	5	21	53
25	4	4	4	4	4	20	3	3	4	4	3	17	60
26	4	4	4	4	3	19	4	4	4	4	4	20	58
27	4	5	4	5	5	23	4	4	5	4	4	21	69
28	3	3	3	3	3	15	4	4	4	4	4	20	58
29	5	5	5	5	5	25	5	4	5	5	4	23	73
30	4	5	4	5	4	22	3	4	4	4	4	19	57
31	3	3	3	3	3	15	3	3	4	3	4	17	56
32	4	4	3	3	3	17	3	3	3	3	3	15	47
33	4	4	4	4	4	20	4	4	4	4	4	20	61
34	4	5	4	4	5	22	3	3	3	4	3	16	58

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
35	4	4	4	4	4	20	3	3	3	3	3	15	55
36	3	3	3	3	3	15	3	2	2	2	3	12	41
37	3	3	2	2	2	12	4	3	4	4	4	19	49
38	2	2	2	2	2	10	4	2	3	3	3	15	39
39	4	3	3	3	3	16	4	4	4	5	4	21	51
40	4	4	4	3	4	19	4	3	4	4	4	19	59
41	4	3	3	3	3	16	4	3	4	4	3	18	51
42	4	3	4	3	3	17	4	3	3	3	4	17	54
43	4	4	4	4	4	20	4	4	4	4	4	20	64
44	4	4	4	4	5	21	2	1	2	1	1	7	51
45	3	3	3	3	4	16	1	1	1	1	1	5	38
46	3	4	4	4	3	18	4	5	5	4	4	22	61
47	3	2	2	3	3	13	5	5	5	5	5	25	57
48	4	4	4	5	4	21	4	4	4	4	3	19	60
49	3	3	3	3	4	16	3	4	3	4	4	18	57
50	4	4	4	4	4	20	4	4	4	3	4	19	63
51	2	2	3	3	2	12	3	4	3	4	3	17	46
52	3	2	3	2	2	12	3	3	4	3	3	16	47
53	2	2	2	2	3	11	5	4	4	5	5	23	51
54	4	4	4	4	4	20	4	5	4	4	5	22	62
55	4	3	4	4	4	19	4	4	4	4	4	20	60
56	2	2	2	2	2	10	2	2	2	2	2	10	33
57	4	3	3	3	4	17	2	3	3	3	2	13	44
58	4	3	4	3	3	17	4	4	4	5	4	21	55
59	3	4	5	4	4	20	4	4	4	4	4	20	61
60	3	3	2	2	3	13	3	4	3	3	3	16	44
61	3	3	3	3	3	15	4	4	3	3	3	17	51
62	4	4	4	4	5	21	3	4	3	3	4	17	60
63	3	3	3	3	3	15	4	4	4	5	4	21	55
64	3	3	3	4	3	16	4	3	4	4	4	19	54
65	2	2	3	2	3	12	2	3	3	2	3	13	42
66	3	3	3	3	3	15	4	4	4	4	4	20	48
67	3	3	3	3	3	15	5	5	4	5	5	24	63
68	3	3	3	4	3	16	4	5	5	5	5	24	57
69	3	3	3	2	3	14	3	3	3	3	4	16	48
70	3	4	3	4	3	17	3	4	3	4	4	18	51

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
71	3	2	3	3	3	14	4	3	3	4	4	18	50
72	5	4	4	4	4	21	3	4	4	4	4	19	64
73	4	4	5	4	5	22	5	5	5	5	5	25	71
74	2	1	1	2	1	7	3	3	2	3	3	14	30
75	4	4	4	5	4	21	4	4	4	4	4	20	66
76	3	4	4	4	3	18	3	3	3	3	4	16	50
77	4	4	3	3	3	17	3	3	3	3	3	15	49
78	3	3	3	2	3	14	4	3	4	4	5	20	56
79	2	3	4	3	3	15	3	3	3	3	3	15	46
80	5	5	5	5	5	25	5	5	4	5	4	23	71
81	2	2	1	2	2	9	3	3	2	3	3	14	35
82	1	2	1	2	1	7	2	3	1	3	2	11	34
83	2	2	3	3	3	13	2	2	2	2	2	10	44
84	4	4	4	4	3	19	4	3	3	3	3	16	50
85	3	3	4	2	3	15	3	3	3	3	4	16	53
86	3	3	4	3	3	16	3	3	2	3	3	14	50
87	4	3	3	4	4	18	5	5	4	5	5	24	67
88	4	4	4	5	5	22	5	4	4	4	5	22	69
89	4	4	4	4	4	20	3	3	3	3	3	15	60
90	4	3	3	3	3	16	3	1	3	3	3	13	46
91	2	2	2	2	3	11	2	2	2	2	3	11	37
92	3	4	4	4	3	18	4	4	4	4	4	20	58
93	3	3	3	3	3	15	5	5	5	5	5	25	55
94	3	3	2	2	2	12	4	3	4	4	4	19	53
95	2	2	3	3	3	13	2	3	3	4	3	15	48
96	4	4	4	4	5	21	3	3	3	3	3	15	56
97	2	2	2	2	2	10	3	3	3	3	3	15	38
98	4	3	4	4	4	19	5	5	4	4	5	23	67
99	3	3	3	3	3	15	4	4	4	4	3	19	49
100	3	3	3	3	3	15	4	5	5	4	4	22	59
101	5	4	4	4	5	22	5	5	5	5	5	25	66
102	4	3	3	3	3	16	4	3	2	3	3	15	48
103	2	2	2	2	2	10	5	5	4	4	3	21	53
104	2	2	2	3	3	12	2	2	2	3	3	12	39
105	3	3	4	4	4	18	4	4	4	5	4	21	62
106	2	2	2	2	2	10	4	3	3	2	3	15	40

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
107	4	3	4	4	5	20	3	3	4	4	4	18	53
108	3	2	3	2	2	12	4	3	3	4	3	17	45
109	4	4	3	3	4	18	3	3	3	4	3	16	52
110	3	4	3	3	4	17	2	2	1	2	2	9	35
111	4	4	4	4	4	20	4	5	5	5	4	23	61
112	5	4	4	4	4	21	4	4	4	4	4	20	66
113	2	3	3	2	2	12	5	5	4	5	4	23	54
114	3	3	4	4	4	18	3	3	2	3	3	14	53
115	3	4	4	3	3	17	4	4	3	3	3	17	52
116	3	3	3	3	3	15	3	3	3	3	3	15	45
117	2	2	2	2	2	10	2	2	3	2	2	11	42
118	4	4	4	4	4	20	3	3	4	3	3	16	55
119	3	3	3	3	3	15	3	2	3	2	2	12	42
120	3	2	2	3	3	13	4	4	4	4	3	19	45
121	3	2	2	2	2	11	1	1	1	1	1	5	28
122	4	4	4	4	4	20	3	4	3	3	3	16	58
123	3	3	3	3	2	14	3	3	3	3	3	15	48
124	3	3	4	3	3	16	2	3	3	3	3	14	49
125	4	4	4	5	5	22	5	5	4	4	4	22	66
126	4	3	4	4	4	19	5	4	4	4	4	21	62
127	4	3	5	4	4	20	3	3	3	3	3	15	54
128	3	3	3	3	3	15	3	3	3	3	3	15	46
129	3	4	3	3	3	16	3	3	4	4	4	18	56
130	4	4	3	4	4	19	3	3	3	3	3	15	55
131	3	4	4	3	4	18	4	3	3	3	3	16	53
132	2	3	2	2	2	11	3	2	3	3	2	13	39
133	5	5	5	5	5	25	4	4	4	3	4	19	66
134	5	5	5	5	5	25	5	5	5	5	5	25	75
135	3	3	3	3	4	16	4	5	4	4	5	22	54
136	3	3	3	3	2	14	4	3	3	4	3	17	51
137	3	4	4	4	4	19	3	3	3	3	3	15	55
138	3	3	3	4	3	16	3	4	3	3	3	16	52
139	4	4	4	3	4	19	3	3	3	3	4	16	52
140	3	3	3	3	3	15	4	4	4	4	4	20	47
141	4	4	4	3	4	19	4	4	4	3	3	18	52
142	4	4	4	4	5	21	4	4	3	4	3	18	49

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
143	3	3	3	3	3	15	3	3	3	4	3	16	51
144	3	3	3	3	3	15	3	3	3	3	3	15	44
145	4	4	4	4	4	20	3	3	3	3	4	16	59
146	4	3	4	4	3	18	3	3	3	3	3	15	52
147	3	3	3	3	2	14	3	3	4	3	3	16	48
148	2	3	3	3	3	14	3	3	3	3	3	15	47
149	3	3	2	2	3	13	5	4	4	4	3	20	48
150	4	3	2	3	3	15	3	3	3	4	3	16	51
151	3	3	3	4	3	16	3	3	4	3	3	16	57
152	3	4	3	4	3	17	3	3	3	2	2	13	40
153	4	4	3	3	3	17	2	2	2	3	3	12	45
154	3	3	2	3	3	14	3	3	3	3	2	14	43
155	3	3	3	3	4	16	5	4	4	4	4	21	56
156	3	4	3	3	3	16	3	4	4	3	4	18	52
157	2	2	2	2	2	10	3	3	3	3	3	15	39
158	5	5	5	5	5	25	4	4	4	5	4	21	68
159	4	5	4	4	4	21	4	4	4	5	4	21	67
160	3	3	3	3	3	15	2	3	2	3	3	13	44
161	5	5	4	4	5	23	4	4	4	4	4	20	68
162	2	2	3	3	3	13	3	2	2	2	2	11	44
163	3	3	3	3	3	15	4	3	4	4	4	19	53
164	4	3	4	4	4	19	4	4	4	4	4	20	59
165	3	3	4	3	3	16	2	3	3	2	3	13	43
166	3	3	3	4	4	17	4	3	4	3	4	18	55
167	4	4	5	5	5	23	5	4	4	4	4	21	66
168	5	5	5	5	5	25	4	4	4	4	4	20	64
169	4	5	4	5	5	23	5	5	5	4	5	24	60
170	3	3	4	4	4	18	4	4	4	4	4	20	59
171	4	4	4	5	4	21	5	5	4	5	4	23	69
172	2	2	2	2	1	9	3	3	3	3	3	15	41
173	3	4	3	3	3	16	4	4	3	4	4	19	51
174	4	4	4	4	3	19	4	4	3	4	5	20	61
175	4	4	3	4	4	19	3	3	4	3	3	16	53
176	4	4	5	4	4	21	4	5	5	4	4	22	67
177	3	3	3	3	2	14	4	4	4	3	3	18	47
178	3	4	4	5	3	19	4	3	4	4	3	18	51

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
179	3	3	3	3	2	14	3	3	3	3	3	15	48
180	3	3	3	3	2	14	3	3	3	3	3	15	46
181	3	3	3	4	3	16	2	3	3	3	3	14	45
182	4	3	3	3	4	17	3	4	3	3	3	16	49
183	2	1	1	1	1	6	1	2	2	1	2	8	29
184	3	2	2	2	2	11	3	2	2	3	3	13	38
185	2	2	1	2	2	9	4	3	3	3	3	16	38
186	4	4	3	3	3	17	3	3	2	3	3	14	47
187	2	2	2	2	2	10	4	4	4	4	4	20	45
188	3	3	3	3	3	15	3	3	4	3	3	16	46
189	2	2	2	3	1	10	2	3	2	2	3	12	36
190	3	4	3	3	4	17	4	4	4	4	3	19	56
191	4	3	4	4	4	19	5	4	4	5	5	23	58
192	5	4	5	4	5	23	4	4	4	5	4	21	67
193	5	4	4	4	4	21	5	5	5	5	5	25	61
194	2	2	3	2	3	12	4	4	4	3	3	18	49
195	3	3	3	3	3	15	2	2	2	2	2	10	44
196	3	3	4	3	3	16	3	3	3	3	4	16	48
197	2	3	2	3	3	13	2	3	3	3	3	14	41
198	5	3	4	4	4	20	4	4	4	4	4	20	60
199	4	5	5	4	5	23	5	5	5	5	5	25	70
200	3	3	3	3	3	15	4	5	3	4	4	20	54
201	2	2	2	3	2	11	3	3	2	2	3	13	35
202	3	4	3	4	3	17	4	3	4	4	4	19	54
203	2	2	3	3	2	12	3	3	3	3	3	15	39
204	4	4	5	4	4	21	3	3	3	3	2	14	54
205	3	2	3	3	3	14	4	4	4	4	3	19	54
206	4	4	4	3	4	19	3	3	3	3	3	15	53
207	4	4	3	4	4	19	3	4	3	4	3	17	49
208	3	4	4	2	3	16	4	3	3	3	2	15	51
209	4	4	4	3	3	18	2	1	1	1	1	6	44
210	4	4	4	4	4	20	5	5	5	5	5	25	62
211	3	3	4	3	3	16	3	3	4	4	4	18	49
212	4	4	3	4	4	19	3	3	3	3	2	14	52
213	3	3	3	3	3	15	4	4	4	4	3	19	52
214	3	3	3	2	2	13	4	4	4	3	3	18	50

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
215	4	4	4	4	4	20	5	4	3	3	4	19	58
216	2	2	3	2	3	12	3	4	4	3	3	17	39
217	3	3	3	3	3	15	4	4	3	3	3	17	51
218	4	4	4	4	4	20	4	4	3	4	3	18	58
219	5	4	4	4	5	22	5	5	5	5	5	25	70
220	1	2	2	1	1	7	2	2	3	3	2	12	33
221	4	3	3	3	4	17	5	5	5	5	5	25	61
222	3	3	4	3	3	16	3	2	3	3	3	14	50
223	3	3	3	3	3	15	2	2	2	2	2	10	39
224	3	4	4	4	3	18	3	2	3	2	3	13	55
225	5	4	5	4	4	22	4	3	4	4	3	18	63
226	4	4	4	3	4	19	4	3	3	3	3	16	55
227	4	3	3	3	4	17	4	4	4	4	4	20	55
228	3	3	3	3	3	15	4	3	3	3	3	16	51
229	3	3	3	4	3	16	4	3	3	3	4	17	49
230	4	4	4	4	4	20	4	4	4	4	5	21	64
231	2	2	3	2	3	12	4	4	4	4	4	20	47
232	3	4	3	3	3	16	3	3	3	3	3	15	47
233	3	3	3	4	3	16	5	4	4	5	4	22	56
234	3	4	4	3	3	17	4	5	4	4	4	21	55
235	2	3	2	3	3	13	4	4	3	4	3	18	48
236	2	2	1	1	1	7	2	2	1	2	2	9	31
237	5	5	5	4	4	23	3	3	3	2	3	14	57
238	2	2	2	2	2	10	2	2	1	2	2	9	29
239	4	3	4	4	4	19	4	3	4	2	4	17	50
240	2	2	2	2	2	10	3	3	3	4	3	16	43
241	4	3	4	3	4	18	3	3	2	3	3	14	49
242	3	3	2	3	2	13	4	4	3	4	4	19	52
243	3	4	3	3	3	16	4	4	4	4	5	21	57
244	4	5	5	5	5	24	3	3	3	3	3	15	59
245	2	2	3	2	2	11	3	3	3	3	3	15	46
246	3	2	1	1	2	9	4	3	4	3	3	17	40
247	4	4	5	5	4	22	3	3	3	3	3	15	60
248	2	3	3	2	2	12	2	1	2	1	2	8	28
249	4	4	4	4	4	20	3	3	3	3	3	15	50
250	4	5	4	4	4	21	3	3	3	3	3	15	59

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
251	4	3	3	3	2	15	4	3	4	4	3	18	55
252	4	3	3	3	4	17	4	4	4	3	4	19	57
253	3	4	3	4	3	17	4	4	4	4	4	20	58
254	3	3	2	3	3	14	4	3	3	3	3	16	50
255	3	3	3	3	3	15	3	4	3	3	3	16	47
256	4	3	4	4	4	19	3	4	3	3	3	16	50
257	2	2	2	2	2	10	3	2	2	3	3	13	37
258	4	4	4	4	4	20	4	4	4	4	4	20	65
259	5	4	4	5	5	23	4	4	4	4	4	20	65
260	2	2	3	2	2	11	4	4	4	3	4	19	47
261	4	4	4	4	4	20	4	4	4	4	4	20	63
262	3	4	3	3	3	16	5	5	4	5	5	24	55
263	4	4	4	4	4	20	5	5	5	5	5	25	62
264	3	3	3	3	3	15	3	2	3	3	3	14	43
265	5	4	4	5	5	23	5	4	3	4	4	20	67
266	4	3	3	4	3	17	3	3	4	4	4	18	56
267	2	3	2	2	2	11	1	2	2	2	2	9	40
268	3	3	3	3	3	15	3	3	3	3	3	15	53
269	3	4	4	3	3	17	3	3	3	4	4	17	45
270	2	2	2	1	2	9	3	2	3	3	3	14	39
271	4	4	4	4	3	19	2	3	3	2	3	13	53
272	4	4	4	5	4	21	5	5	5	5	5	25	71
273	4	4	4	3	4	19	3	3	4	3	3	16	48
274	2	1	2	2	2	9	2	2	2	2	2	10	31
275	4	4	4	4	4	20	4	3	4	4	4	19	59
276	2	2	2	2	2	10	2	1	1	1	1	6	30
277	4	4	3	4	4	19	3	3	2	3	3	14	51
278	5	5	4	4	4	22	4	5	5	5	4	23	69
279	2	2	3	2	2	11	2	2	3	2	2	11	42
280	3	2	3	3	3	14	3	3	4	3	3	16	50
281	5	5	5	5	5	25	5	5	5	5	5	25	71
282	4	4	3	4	4	19	4	4	4	5	5	22	60
283	4	4	4	5	4	21	4	5	4	5	4	22	64
284	3	3	3	3	3	15	3	3	3	3	3	15	44
285	5	4	5	4	4	22	4	4	5	4	5	22	66
286	3	3	3	3	3	15	3	3	3	3	4	16	47

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
287	3	3	3	3	3	15	3	4	4	3	3	17	51
288	2	2	3	2	2	11	3	5	3	4	3	18	48
289	5	5	5	5	5	25	4	4	5	5	4	22	70
290	2	2	2	2	2	10	2	3	3	3	3	14	40
291	4	4	4	4	4	20	4	4	4	4	4	20	61
292	2	2	2	2	2	10	3	3	3	4	3	16	38
293	3	2	2	2	2	11	2	2	2	1	2	9	36
294	3	3	3	2	3	14	2	2	3	3	3	13	42
295	4	4	4	4	4	20	5	5	5	5	5	25	63
296	4	4	4	4	3	19	3	4	3	3	3	16	51
297	3	3	3	3	3	15	3	4	4	4	4	19	52
298	4	4	3	3	3	17	4	4	4	3	4	19	52
299	4	5	4	4	4	21	3	3	2	3	3	14	59
300	3	3	4	3	3	16	3	4	4	3	3	17	47
301	5	5	5	5	5	25	5	4	5	4	4	22	72
302	4	4	3	4	4	19	4	3	4	4	4	19	57
303	3	4	3	3	3	16	5	4	4	5	4	22	59
304	5	4	4	5	4	22	4	4	4	4	4	20	66
305	3	4	3	3	4	17	3	3	3	4	3	16	54
306	3	2	3	2	3	13	3	3	3	3	3	15	47
307	3	3	2	3	3	14	3	3	3	3	3	15	40
308	4	3	4	4	3	18	4	4	4	4	5	21	58
309	3	3	4	4	4	18	4	4	4	4	4	20	59
310	3	3	3	3	4	16	5	4	4	4	5	22	55
311	4	3	3	4	4	18	4	3	4	4	4	19	59
312	2	2	3	3	2	12	2	3	3	3	3	14	43
313	3	4	3	3	3	16	3	4	4	4	4	19	54
314	2	2	3	3	3	13	3	2	3	1	2	11	41
315	3	2	3	3	3	14	3	3	4	3	3	16	46
316	3	3	3	3	3	15	4	4	4	4	3	19	48
317	2	2	2	2	2	10	1	1	1	1	3	7	28
318	2	3	3	3	2	13	2	3	2	2	3	12	43
319	3	3	3	3	3	15	4	4	4	4	4	20	54
320	4	4	4	3	3	18	4	4	4	4	4	20	58
321	4	4	4	4	5	21	5	5	5	5	5	25	70
322	4	3	3	3	3	16	5	5	5	5	5	25	58

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
323	4	4	3	4	4	19	5	4	4	4	3	20	56
324	4	4	4	4	4	20	3	3	2	3	3	14	49
325	4	5	3	4	4	20	3	3	5	4	4	19	64
326	2	2	2	2	2	10	3	2	2	2	2	11	35
327	5	5	5	5	5	25	5	5	5	5	5	25	71
328	5	4	4	4	5	22	3	3	3	3	3	15	58
329	3	3	3	3	2	14	4	3	2	3	3	15	49
330	3	3	3	4	3	16	3	3	3	3	3	15	51
331	5	5	4	5	4	23	3	3	4	3	4	17	60
332	4	5	4	5	5	23	5	5	5	4	4	23	70
333	2	2	3	2	3	12	2	2	2	2	3	11	48
334	3	3	3	4	3	16	3	4	4	3	3	17	57
335	4	4	4	4	3	19	3	3	3	3	3	15	50
336	4	3	3	5	4	19	4	3	4	3	3	17	54
337	3	3	3	3	3	15	3	4	3	3	3	16	49
338	2	2	2	2	2	10	4	4	4	4	4	20	43
339	3	3	4	2	4	16	3	3	3	2	3	14	49
340	2	2	3	2	2	11	2	1	1	1	1	6	36
341	3	3	3	4	3	16	5	4	3	3	4	19	54
342	4	4	3	4	4	19	4	3	3	4	4	18	54
343	4	5	4	5	4	22	5	5	5	5	4	24	67
344	3	4	4	4	4	19	5	5	5	5	5	25	67
345	3	3	3	3	3	15	4	4	4	5	5	22	56
346	4	4	4	4	3	19	2	2	3	3	2	12	48
347	3	3	3	2	2	13	3	3	3	2	3	14	43
348	2	3	3	3	3	14	2	2	2	2	2	10	34
349	2	2	2	2	2	10	2	2	2	1	3	10	32
350	3	3	4	3	4	17	3	3	4	4	3	17	52
351	4	4	4	5	5	22	4	4	4	4	4	20	57
352	3	3	3	3	3	15	2	1	2	1	2	8	38
353	4	3	3	3	3	16	4	4	5	4	4	21	58
354	3	3	3	3	3	15	4	4	5	5	4	22	56
355	4	4	4	4	5	21	4	5	4	4	4	21	60
356	2	3	3	2	2	12	3	4	3	3	3	16	47
357	4	4	4	4	4	20	3	4	3	3	3	16	52
358	3	3	3	2	3	14	4	4	4	3	4	19	49

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
359	5	5	5	5	4	24	4	5	5	4	4	22	68
360	3	3	3	3	3	15	3	3	3	3	3	15	48
361	3	4	4	4	3	18	5	5	5	5	5	25	62
362	3	3	3	3	3	15	4	4	4	4	4	20	56
363	2	3	2	2	2	11	5	4	4	5	5	23	52
364	5	5	5	5	5	25	4	5	5	4	4	22	69
365	3	3	3	3	3	15	3	3	3	3	3	15	40
366	2	1	2	2	2	9	4	3	3	3	3	16	43
367	4	4	5	4	5	22	5	4	5	5	5	24	62
368	4	4	3	4	4	19	4	4	4	4	4	20	59
369	4	4	4	4	3	19	4	4	4	4	4	20	61
370	2	2	1	2	2	9	4	3	3	2	3	15	40
371	3	3	2	2	2	12	2	2	2	3	2	11	43
372	3	4	3	3	3	16	5	5	5	5	5	25	61
373	4	4	5	4	5	22	4	5	5	5	5	24	65
374	4	4	3	3	3	17	3	4	3	3	3	16	54
375	5	5	5	5	5	25	5	5	4	5	5	24	68
376	4	4	3	4	3	18	3	3	4	3	4	17	53
377	4	3	3	3	5	18	2	2	3	3	3	13	48
378	4	5	4	4	5	22	4	5	5	5	4	23	68
379	1	1	1	1	1	5	3	3	3	4	3	16	32
380	3	4	4	4	3	18	4	4	5	5	4	22	63
381	3	3	3	3	3	15	5	4	5	4	4	22	58
382	3	3	4	3	4	17	3	3	3	3	3	15	52
383	3	3	3	3	3	15	3	3	3	3	3	15	47
384	2	3	3	2	3	13	2	2	2	3	2	11	37
385	5	4	4	4	4	21	3	3	3	3	3	15	57
386	3	3	3	3	3	15	3	2	3	3	3	14	48
387	4	3	3	4	3	17	3	3	3	3	3	15	42
388	3	4	3	3	3	16	3	3	3	3	4	16	47
389	4	4	4	4	4	20	5	5	4	5	4	23	63
390	4	4	4	4	4	20	4	4	4	4	4	20	64
391	4	4	4	5	5	22	4	3	4	4	4	19	63
392	2	3	3	3	3	14	3	4	3	3	4	17	50
393	3	3	3	3	3	15	4	5	4	5	4	22	57
394	4	4	5	4	5	22	4	4	4	4	4	20	62

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
395	3	4	3	4	4	18	5	4	4	4	5	22	56
396	4	5	4	4	5	22	5	5	5	5	5	25	72
397	4	4	4	4	4	20	5	5	5	4	5	24	66
398	4	4	4	4	4	20	4	4	5	5	4	22	63
399	3	3	3	3	3	15	3	3	3	4	3	16	47
400	4	2	4	4	3	17	3	2	2	3	3	13	47
401	4	4	4	4	4	20	4	3	3	4	4	18	54
402	3	3	3	3	3	15	3	3	3	4	4	17	52
403	4	4	5	4	4	21	3	3	3	3	3	15	54
404	4	4	4	4	3	19	4	3	4	4	4	19	54
405	4	4	3	4	4	19	3	4	3	3	3	16	54
406	4	4	4	4	4	20	4	4	3	4	4	19	57
407	4	5	4	5	5	23	5	5	5	5	5	25	71
408	5	5	4	4	4	22	3	3	4	4	4	18	61
409	3	3	3	3	2	14	5	4	5	5	5	24	61
410	2	3	3	2	3	13	2	2	3	2	2	11	42
411	4	4	4	4	5	21	3	4	3	4	2	16	54
412	2	2	2	2	2	10	2	2	2	2	2	10	25
413	1	1	2	2	2	8	2	2	3	3	3	13	38
414	4	4	4	4	5	21	5	5	4	4	5	23	60
415	4	5	5	5	5	24	5	5	5	5	5	25	69
416	2	3	2	2	2	11	3	3	4	3	3	16	34
417	3	3	3	4	3	16	4	4	4	4	4	20	49
418	3	3	4	3	3	16	3	3	4	3	3	16	49
419	3	4	3	3	4	17	3	4	3	4	3	17	54
420	3	3	3	3	3	15	3	3	3	3	3	15	47
421	5	4	4	5	5	23	3	4	3	3	4	17	57
422	4	3	4	4	3	18	4	4	4	4	4	20	58
423	2	2	3	3	3	13	4	4	4	4	5	21	53
424	5	4	5	4	5	23	5	5	5	4	5	24	72
425	2	3	3	2	2	12	3	3	3	4	3	16	45
426	2	2	3	2	3	12	3	3	3	3	3	15	44
427	4	3	3	3	3	16	4	4	4	4	4	20	53
428	4	4	4	3	3	18	4	4	4	4	4	20	63
429	3	4	4	4	3	18	4	4	4	4	4	20	55
430	5	5	5	5	5	25	4	4	4	4	4	20	64

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
431	4	4	4	3	4	19	3	3	3	2	2	13	50
432	4	3	3	3	3	16	3	3	3	3	3	15	55
433	4	3	4	4	4	19	2	4	3	3	2	14	53
434	4	3	4	3	4	18	3	3	3	3	3	15	48
435	5	5	5	5	5	25	5	5	5	5	5	25	75
436	3	3	3	3	3	15	3	3	2	2	2	12	47
437	3	4	4	3	3	17	4	4	4	4	4	20	61
438	3	3	2	2	3	13	4	4	4	4	3	19	51
439	4	4	4	4	4	20	4	5	4	4	4	21	66
440	4	4	4	4	4	20	4	4	4	4	5	21	56
441	4	5	3	4	4	20	4	4	5	4	4	21	61
442	2	2	2	2	2	10	2	2	1	1	2	8	30
443	5	5	5	5	5	25	5	5	5	5	5	25	75
444	2	2	2	2	2	10	2	2	2	2	2	10	39
445	4	3	4	4	4	19	4	4	3	4	3	18	60
446	5	4	5	5	5	24	4	4	4	3	4	19	64
447	3	3	3	3	3	15	2	1	2	2	1	8	35
448	2	3	2	2	2	11	4	4	4	4	3	19	44
449	4	4	4	4	4	20	4	4	5	4	4	21	60
450	3	3	3	2	2	13	3	2	3	3	3	14	44
451	4	5	4	4	5	22	4	3	3	3	4	17	59
452	4	4	4	4	4	20	4	4	5	4	4	21	61
453	3	3	3	3	3	15	3	4	4	4	4	19	49
454	2	3	2	3	3	13	4	4	4	4	3	19	48
455	4	4	4	4	4	20	4	4	4	3	4	19	56
456	3	3	4	3	3	16	3	3	3	4	3	16	51
457	3	3	2	3	3	14	3	3	3	3	3	15	48
458	4	4	4	4	4	20	3	2	3	3	2	13	53
459	5	4	4	4	4	21	5	5	5	5	5	25	66
460	4	3	3	4	4	18	2	3	2	3	2	12	49
461	2	3	3	3	2	13	2	2	2	2	2	10	35
462	4	4	4	3	4	19	4	4	4	5	4	21	65
463	5	4	3	3	4	19	3	3	4	4	4	18	57
464	5	5	5	5	4	24	4	4	3	4	4	19	64
465	3	3	3	3	3	15	4	4	4	3	3	18	49
466	3	3	2	3	3	14	3	4	3	4	4	18	48

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
467	5	4	5	4	5	23	5	4	4	5	5	23	64
468	3	2	2	3	3	13	3	4	4	3	4	18	46
469	3	3	3	4	4	17	2	2	1	2	1	8	46
470	3	3	3	2	3	14	3	3	3	3	2	14	47
471	4	3	4	4	4	19	3	2	2	3	3	13	47
472	4	5	5	4	4	22	3	3	3	2	3	14	56
473	2	3	3	2	2	12	3	4	4	3	4	18	49
474	4	4	4	4	4	20	4	4	4	4	4	20	62
475	4	4	4	3	3	18	4	4	5	4	4	21	54
476	5	4	3	4	4	20	4	3	3	2	4	16	56
477	4	4	4	4	4	20	3	4	4	3	4	18	56
478	3	3	3	3	3	15	3	2	2	2	3	12	44
479	2	3	3	3	3	14	4	3	3	3	3	16	44
480	3	3	3	4	3	16	3	4	4	3	3	17	49
481	3	3	3	2	3	14	2	3	3	3	3	14	45
482	3	3	3	3	3	15	3	3	3	3	2	14	48
483	4	3	4	4	4	19	4	4	3	3	3	17	54
484	4	3	4	4	3	18	3	3	3	3	3	15	50
485	4	4	5	5	4	22	4	5	5	4	4	22	64
486	2	2	3	1	2	10	3	3	3	2	3	14	35
487	3	3	3	3	3	15	5	5	5	5	5	25	55
488	3	3	3	3	3	15	4	4	4	5	4	21	47
489	2	2	2	2	2	10	3	3	2	2	2	12	36
490	3	3	3	3	3	15	2	2	2	3	2	11	45
491	3	3	4	3	4	17	5	5	5	5	5	25	65
492	5	4	5	4	5	23	4	4	5	5	4	22	67
493	3	3	3	3	3	15	2	2	2	1	1	8	35
494	3	3	3	4	3	16	4	3	3	4	4	18	52
495	2	1	2	2	2	9	2	3	3	3	2	13	37
496	3	2	3	2	2	12	4	4	5	4	4	21	46
497	4	3	3	4	3	17	2	3	2	2	2	11	40
498	4	4	4	4	4	20	4	4	4	5	5	22	63
499	3	3	3	3	3	15	2	2	2	2	3	11	42
500	3	3	3	3	3	15	3	3	3	3	3	15	45
501	3	4	3	4	4	18	3	4	3	3	3	16	54
502	4	3	5	4	4	20	3	3	3	3	3	15	53

ID	Q30	Q31	Q32	Q33	Q34	Knowledge Continuity	Q35	Q36	Q37	Q38	Q39	Employment Sustainability	totalDimension II: Academic Sustainability
503	3	4	4	4	4	19	4	5	5	4	4	22	61
504	5	4	4	4	4	21	3	3	3	3	3	15	49
505	3	3	3	4	4	17	3	2	2	3	2	12	49
506	3	4	4	5	3	19	2	3	2	3	2	12	46
507	3	2	2	1	2	10	2	3	3	2	2	12	37
508	2	3	2	3	2	12	3	2	2	2	2	11	39
509	4	4	4	4	4	20	5	5	5	5	5	25	63
510	4	3	4	3	3	17	3	3	3	3	3	15	50
511	5	5	5	5	5	25	3	4	3	3	3	16	65
512	4	3	4	3	3	17	4	4	4	5	5	22	58
513	4	4	4	4	5	21	4	4	4	4	5	21	64
514	4	4	4	4	4	20	2	2	2	2	2	10	50
515	4	4	3	4	3	18	4	4	4	4	4	20	59
516	4	3	3	4	4	18	2	2	3	2	2	11	45
517	4	5	5	4	5	23	5	5	5	4	5	24	70
518	3	2	2	3	3	13	2	2	2	2	1	9	33
519	4	4	4	3	3	18	4	3	4	4	5	20	62
520	4	4	3	4	3	18	4	4	4	4	4	20	56
521	3	3	3	4	3	16	3	3	3	3	3	15	46
522	4	4	4	4	4	20	4	4	4	4	4	20	60
523	3	3	3	4	4	17	3	3	3	3	3	15	50
524	3	3	2	3	3	14	3	3	4	3	4	17	46
525	4	3	3	4	3	17	5	5	5	5	5	25	59
526	4	5	5	5	4	23	4	4	5	4	4	21	61
527	4	4	4	5	4	21	2	2	3	2	2	11	48
528	4	3	4	4	4	19	4	5	5	4	5	23	57
529	4	4	4	4	4	20	4	4	4	4	4	20	61
530	4	4	3	4	4	19	3	3	3	4	4	17	57
531	3	2	3	3	3	14	3	3	3	3	3	15	43
532	4	4	3	3	3	17	3	3	4	3	3	16	54

Appendix C Item-level statistics and loadings

Table C1: *Item-level statistics and CFA loadings (model M1; $N = 532$)*

Item	Q no.	*M*	*SD*	Skew	Kurt.	CITC	λ_{std}	λ (*SE*)
DR1	Q1	3.35	0.88	−0.07	−0.33	.83	.856	0.756 (0.031)
DR2	Q2	3.30	0.87	−0.08	−0.18	.83	.865	0.753 (0.030)
DR3	Q3	3.29	0.89	−0.08	−0.25	.84	.875	0.778 (0.031)
DR4	Q5	3.29	0.86	−0.02	−0.35	.83	.867	0.749 (0.030)
DR5	Q6	3.35	0.91	−0.05	−0.46	.84	.877	0.799 (0.032)
IF1	Q7	3.32	0.93	−0.13	−0.44	.85	.886	0.819 (0.032)
IF2	Q8	3.31	0.89	−0.12	−0.23	.83	.862	0.764 (0.031)
IF3	Q9	3.32	0.92	−0.05	−0.28	.84	.870	0.799 (0.032)
IF4	Q11	3.34	0.87	−0.09	−0.45	.83	.860	0.749 (0.030)
IF5	Q12	3.34	0.89	−0.12	−0.25	.85	.887	0.787 (0.030)
MO1	Q13	3.40	0.93	−0.09	−0.47	.85	.880	0.822 (0.032)
MO2	Q14	3.40	0.92	−0.10	−0.30	.85	.882	0.816 (0.032)
MO3	Q16	3.44	0.94	−0.12	−0.40	.84	.869	0.815 (0.033)
MO4	Q17	3.42	0.95	−0.10	−0.47	.85	.875	0.829 (0.033)
MO5	Q18	3.43	0.95	−0.14	−0.47	.85	.880	0.835 (0.033)
ST1	Q19	3.29	0.90	−0.09	−0.41	.84	.867	0.783 (0.031)
ST2	Q21	3.26	0.90	−0.07	−0.24	.86	.891	0.804 (0.031)
ST3	Q22	3.26	0.95	−0.14	−0.42	.84	.867	0.820 (0.033)
ST4	Q23	3.27	0.95	−0.18	−0.31	.86	.896	0.855 (0.032)
ST5	Q24	3.30	0.95	−0.07	−0.48	.85	.885	0.845 (0.033)
IR1	Q25	3.63	0.84	−0.22	−0.06	.79	.832	0.700 (0.030)
IR2	Q26	3.69	0.86	−0.33	−0.10	.80	.842	0.728 (0.031)
IR3	Q27	3.65	0.84	−0.21	−0.32	.79	.831	0.695 (0.030)
IR4	Q28	3.68	0.83	−0.16	−0.43	.81	.846	0.702 (0.030)
IR5	Q29	3.68	0.83	−0.25	−0.25	.79	.833	0.689 (0.030)
KC1	Q30	3.39	0.88	−0.12	−0.51	.84	.869	0.766 (0.031)
KC2	Q31	3.36	0.88	−0.09	−0.28	.83	.860	0.753 (0.031)
KC3	Q32	3.37	0.87	−0.15	−0.13	.82	.857	0.747 (0.031)
KC4	Q33	3.37	0.91	−0.16	−0.44	.84	.877	0.802 (0.032)
KC5	Q34	3.38	0.93	−0.02	−0.43	.85	.886	0.822 (0.032)
ES1	Q35	3.49	0.91	−0.12	−0.48	.85	.880	0.802 (0.031)
ES2	Q36	3.46	0.94	−0.21	−0.27	.85	.886	0.830 (0.032)
ES3	Q37	3.47	0.94	−0.24	−0.21	.85	.885	0.829 (0.032)
ES4	Q38	3.47	0.96	−0.26	−0.17	.85	.883	0.845 (0.033)
ES5	Q39	3.46	0.92	−0.16	−0.23	.85	.872	0.803 (0.032)

Note. Q no. = position in the administered questionnaire (Appendix A). CITC = corrected item–total correlation within the item's own five-item scale. All loadings $p < .001$.

Appendix D Diagnostics for the excluded negatively worded items

Table D1: *Diagnostics for the four negatively worded ODNA items (after reverse-scoring)*

Item	Intended scale	*M*	*SD*	*r* with own scale (pooled)	Mean within-regime *r* with own scale	η^2 (regime)	α with item	α without item
Q4	Decision Rights	2.80	1.18	−0.02	−0.42	.58	.823	.938
Q10	Information Flow	2.77	1.17	0.02	−0.46	.58	.838	.941
Q15	Motivators	2.78	1.18	0.08	−0.46	.57	.854	.943
Q20	Structure	2.79	1.19	−0.03	−0.49	.56	.835	.945

Note. "Own scale" = sum of the five positively worded items of the intended dimension. η^2 = proportion of item variance associated with governance-regime profile (cf. .06–.20 for positively worded ODNA items). Mean inter-correlation among the four items = .86.

Appendix E Supplementary analyses

Table E1: *Faculty-type comparison (unadjusted) and univariate follow-ups to the MANOVA*

	Hum./Soc. Sci.	STEM	Welch *t*		Regime (adj.)		STEM (adj.)	
Variable	($n = 255$)	($n = 277$)	*t*	*p*	$F(2, 524)$	Partial η^2	$F(1, 524)$	*p*
Decision Rights	16.35 (3.89)	16.79 (4.02)	1.30	.195	26.44	.092	1.15	.285
Information Flow	16.41 (3.92)	16.83 (4.14)	1.20	.231	47.56	.154	0.86	.354
Motivators	16.96 (4.23)	17.19 (4.25)	0.64	.525	71.69	.215	0.10	.751
Structure	16.40 (4.17)	16.35 (4.27)	−0.12	.908	77.96	.229	0.15	.700
ODNA total	66.11 (13.14)	67.17 (13.58)	0.91	.362		—		
Institutional Resilience	18.11 (3.64)	18.55 (3.67)	1.41	.160	16.38	.059	2.16	.142
Knowledge Continuity	16.78 (4.07)	16.95 (3.96)	0.50	.620	8.48	.031	0.10	.751
Employability Sustainability	17.36 (4.26)	17.35 (4.20)	−0.02	.985	86.49	.248	0.23	.632
Academic Sustainability total	52.24 (9.81)	52.85 (9.50)	0.73	.465		—		

Note. Adjusted tests are Type II univariate ANOVAs including regime, faculty type, rank and administrative position. With a Bonferroni-corrected $\alpha = .05/7 = .007$, regime effects were significant for all seven dimensions ($p < .001$) and faculty-type effects for none.

Table E2: *General dominance weights of the ODNA blocks (Academic Sustainability total; controls held constant)*

ODNA block	General dominance weight	Share of ODNA ΔR^2
Information Flow	.158	28.8%
Decision Rights	.138	25.1%
Motivators	.134	24.3%
Structure	.120	21.8%
Total	.550	100%

Note. Weights are each block's average increment in R^2 across all subset models of the other ODNA blocks, with the seven controls always included; they sum to the ODNA ΔR^2 in Table **??**.

Appendix F Additional supplied statistical exports and audit tables

This section transcribes the additional analyst-provided spreadsheets; it is separate from the independently tabulated item-level and model summaries above. The regression workbook is an exported analysis/syntax worksheet, not a newly re-estimated robust regression. Cells are preserved in their source order. The source files accompany this supplement to retain the original numeric precision and worksheet formatting.

Regression analysis export

Sheet1

Row	Content in original worksheet (nonempty cells, left to right)
1	A: REGRESSION
2	A: /MISSING LISTWISE
3	A: /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL
4	A: /CRITERIA=PIN(.05) POUT(.10)
5	A: /NOORIGIN
6	A: /DEPENDENT totalDimensionIIAcademicSustainability
7	A: /METHOD=STEPWISE DecisionRights InformationFlow Motivators Structure
8	A: /RESIDUALS NORMPROB(ZRESID).
11	A: Regression
13	A: Notes
14	A: Output Created; C: 20-JAN-2026 18:45:37
15	A: Comments
16	A: Input; B: Active Dataset; C: $DataSet
17	B: Filter; C: <none>
18	B: Weight; C: <none>
19	B: Split File; C: <none>
20	B: N of Rows in Working Data File; C: 532
21	A: Missing Value Handling; B: Definition of Missing; C: User-defined missing values are treated as missing.
22	B: Cases Used; C: Statistics are based on cases with no missing values for any variable used.

Row	Content in original worksheet (continued)
23	A: Syntax; C: REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS CI(95) R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT totalDimensionIIAcademicSustainability /METHOD=STEPWISE DecisionRights InformationFlow Motivators Structure /RESIDUALS NORMPROB(ZRESID).
24	A: Resources; B: Processor Time; C: 00:00:00.52
25	B: Elapsed Time; C: 00:00:00.66
26	B: Memory Required; C: 3484 bytes
27	B: Additional Memory Required for Residual Plots; C: 288 bytes
29	A: Variables Entered/Removeda
30	A: Model; B: Variables Entered; C: Variables Removed; D: Method
31	A: 1; B: Information Flow; D: Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).
32	A: 2; B: Decision Rights; D: Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).
33	A: 3; B: Structure; D: Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).
34	A: 4; B: Motivators; D: Stepwise (Criteria: Probability-of-F-to-enter <= .050, Probability-of-F-to-remove >= .100).
35	A: a. Dependent Variable: totalDimension II: Academic Sustainability
37	A: Model Summarye
38	A: Model; B: R; C: R Square; D: Adjusted R Square; E: Std. Error of the Estimate
39	A: 1; B: .619a; C: 0.3826793749450632; D: 0.38151461904873313; E: 7.587069701787312
40	A: 2; B: .685b; C: 0.46916854794989893; D: 0.4671616237455507; E: 7.042179693167678
41	A: 3; B: .713c; C: 0.5086147578002187; D: 0.5058227961968108; E: 6.7818894847718365
42	A: 4; B: .723d; C: 0.5223009357479151; D: 0.5186751363987532; E: 6.693118324488221
43	A: a. Predictors: (Constant), Information Flow
44	A: b. Predictors: (Constant), Information Flow, Decision Rights
45	A: c. Predictors: (Constant), Information Flow, Decision Rights, Structure
46	A: d. Predictors: (Constant), Information Flow, Decision Rights, Structure, Motivators

Row	Content in original worksheet (continued)
47	A: e. Dependent Variable: totalDimension II: Academic Sustainability
49	A: ANOVAa
50	A: Model; C: Sum of Squares; D: df; E: Mean Square; F: F; G: Sig.
51	A: 1; B: Regression; C: 18912.471479339718; D: 1; E: 18912.471479339718; F: 328.54899138164075; G: .000b
52	B: Residual; C: 30508.722129682876; D: 530; E: 57.56362665977901
53	B: Total; C: 49421.19360902259; D: 531
54	A: 2; B: Regression; C: 23186.869643495957; D: 2; E: 11593.434821747978; F: 233.77492131162546; G: .000c
55	B: Residual; C: 26234.323965526637; D: 529; E: 49.59229483086321
56	B: Total; C: 49421.19360902259; D: 531
57	A: 3; B: Regression; C: 25136.34841765074; D: 3; E: 8378.78280588358; F: 182.17111481024926; G: .000d
58	B: Residual; C: 24284.845191371853; D: 528; E: 45.99402498365881
59	B: Total; C: 49421.19360902259; D: 531
60	A: 4; B: Regression; C: 25812.735667771383; D: 4; E: 6453.183916942846; F: 144.05125200009743; G: .000e
61	B: Residual; C: 23608.45794125121; D: 527; E: 44.79783290560002
62	B: Total; C: 49421.19360902259; D: 531
63	A: a. Dependent Variable: totalDimension II: Academic Sustainability
64	A: b. Predictors: (Constant), Information Flow
65	A: c. Predictors: (Constant), Information Flow, Decision Rights
66	A: d. Predictors: (Constant), Information Flow, Decision Rights, Structure
67	A: e. Predictors: (Constant), Information Flow, Decision Rights, Structure, Motivators
69	A: Coefficientsa
70	A: Model; C: Unstandardized Coefficients; E: Standardized Coefficients; F: t; G: Sig.; H: 95.0% Confidence Interval for B; J: Collinearity Statistics
71	C: B; D: Std. Error; E: Beta; H: Lower Bound; I: Upper Bound; J: Tolerance; K: VIF
72	A: 1; B: (Constant); C: 25.187974346666877; D: 1.5454217475487004; F: 16.298446936326123; G: 1.0459002113732463e-48; H: 22.152070543331924; I: 28.22387815000183
73	B: Information Flow; C: 1.4114964761121773; D: 0.0778717131456664; E: 0.6186108428932224; F: 18.125920428536606; G: 1.7069911567171763e-57; H: 1.2585213866350655; I: 1.5644715655892891; J: 1; K: 1

Row	Content in original worksheet (continued)
74	A: 2; B: (Constant); C: 18.178805833888273; D: 1.6209850424502434; F: 11.21466599494935; G: 2.4754654150056368e-26; H: 14.994447936071431; I: 21.363163731705114
75	B: Information Flow; C: 0.909828719276221; D: 0.09024518394900038; E: 0.3987469472613786; F: 10.081742642248765; G: 5.542944042263424e-22; H: 0.7325457976438619; I: 1.0871116409085801; J: 0.6414716193583037; K: 1.558915421699171
76	B: Decision Rights; C: 0.8635517630024189; D: 0.09301607089492699; E: 0.3671911022985797; F: 9.283898520911576; G: 4.195932586998921e-19; H: 0.6808255488663352; I: 1.0462779771385025; J: 0.6414716193583037; K: 1.558915421699171
77	A: 3; B: (Constant); C: 15.453405844264548; D: 1.6162259395649603; F: 9.561414320836938; G: 4.389497964468839e-20; H: 12.27838321771545; I: 18.628428470813645
78	B: Information Flow; C: 0.6793349308888685; D: 0.09384406422670973; E: 0.2977293683095058; F: 7.238976023541801; G: 1.6050190794956723e-12; H: 0.49498135754668393; I: 0.8636885042310531; J: 0.5501727943440908; K: 1.8176107766146226
79	B: Decision Rights; C: 0.6716514546085027; D: 0.09430299906884136; E: 0.28559311502146717; F: 7.12227035450056; G: 3.4932342506769e-12; H: 0.48639631888434576; I: 0.8569065903326597; J: 0.5788014759352466; K: 1.7277081029970889
80	B: Structure; C: 0.5696429702083214; D: 0.08749720801527443; E: 0.2572550331777088; F: 6.510413110654669; G: 1.746245801658412e-10; H: 0.3977575868545891; I: 0.7415283535620538; J: 0.5960429011033144; K: 1.6777315829933293
81	A: 4; B: (Constant); C: 14.239698371466936; D: 1.6253657197644333; F: 8.760919587704063; G: 2.6532591093300203e-17; H: 11.046707028017554; I: 17.432689714916318
82	B: Information Flow; C: 0.5595431363108501; D: 0.09761192456291833; E: 0.24522870375261435; F: 5.732323574361879; G: 1.6691754330154457e-08; H: 0.36778688948167265; I: 0.7512993831400274; J: 0.4952934271618336; K: 2.019005189974502

Row	Content in original worksheet (continued)
83	B: Decision Rights; C: 0.5835874384741816; D: 0.09578835363498596; E: 0.24814738849689438; F: 6.092467573855772; G: 2.147025082766998e-09; H: 0.39541355228928915; I: 0.771761324659074; J: 0.5464001502148571; K: 1.8301605510298211
84	B: Structure; C: 0.4885554885942034; D: 0.08883768789359486; E: 0.220635318963895; F: 5.499416972438202; G: 5.949298269398396e-08; H: 0.31403601585829677; I: 0.66307496133011; J: 0.5631537818327816; K: 1.7757139031287408
85	B: Motivators; C: 0.3421342888493574; D: 0.08804960216395685; E: 0.15904350691406993; F: 3.8856994289681217; G: 0.00011503804343571594; H: 0.16916299132228615; I: 0.5151055863764287; J: 0.5410660641211054; K: 1.8482031424838588
86	A: a. Dependent Variable: totalDimension II: Academic Sustainability
88	A: Excluded Variablesa
89	A: Model; C: Beta In; D: t; E: Sig.; F: Partial Correlation; G: Collinearity Statistics
90	G: Tolerance; H: VIF; I: Minimum Tolerance
91	A: 1; B: Decision Rights; C: .367b; D: 9.283898520911576; E: 4.195932586998921e-19; F: 0.3743048708183824; G: 0.6414716193583037; H: 1.558915421699171; I: 0.6414716193583037
92	B: Motivators; C: .306b; D: 7.5048008131557005; E: 2.624680922248775e-13; F: 0.3101999568005814; G: 0.6337058334649596; H: 1.5780192436169116; I: 0.6337058334649596
93	B: Structure; C: .345b; D: 8.793404072838129; E: 2.0436234886032266e-17; F: 0.35711218312763604; G: 0.6605798721573044; H: 1.513821480412696; I: 0.6605798721573044
94	A: 2; B: Motivators; C: .212c; D: 5.1849182981937325; E: 3.083570704105583e-07; F: 0.2201106517587403; G: 0.5726652238714002; H: 1.7462209303363665; I: 0.5354162243039258
95	B: Structure; C: .257c; D: 6.51041311065467; E: 1.746245801658412e-10; F: 0.2725990367140518; G: 0.5960429011033144; H: 1.6777315829933293; I: 0.5501727943440908
96	A: 3; B: Motivators; C: .159d; D: 3.8856994289681217; E: 0.00011503804343571594; F: 0.1668898931559415; G: 0.5410660641211054; H: 1.8482031424838588; I: 0.4952934271618336
97	A: a. Dependent Variable: totalDimension II: Academic Sustainability
98	A: b. Predictors in the Model: (Constant), Information Flow

Row	Content in original worksheet (continued)
99	A: c. Predictors in the Model: (Constant), Information Flow, Decision Rights
100	A: d. Predictors in the Model: (Constant), Information Flow, Decision Rights, Structure
102	A: Collinearity Diagnosticsa
103	A: Model; C: Eigenvalue; D: Condition Index; E: Variance Proportions
104	E: (Constant); F: Information Flow; G: Decision Rights; H: Structure; I: Motivators
105	A: 1; B: 1; C: 1.9770851455260918; D: 1; E: 0.011457427236954034; F: 0.011457427236954034
106	B: 2; C: 0.022914854473908064; D: 9.288682852148147; E: 0.988542572763046; F: 0.988542572763046
107	A: 2; B: 1; C: 2.9585119038098626; D: 1; E: 0.003988816526715463; F: 0.0032763374869758228; G: 0.0030978328182376304
108	B: 2; C: 0.023890195408165962; D: 11.12824835559586; E: 0.977090692667675; F: 0.29056162450094275; G: 0.11855846783681073
109	B: 3; C: 0.017597900781971116; D: 12.966006295128281; E: 0.01892049080560955; F: 0.7061620380120813; G: 0.8783436993449517
110	A: 3; B: 1; C: 3.936286440072378; D: 1; E: 0.0020959300016768164; F: 0.0015857970061216868; G: 0.0015763465432676175; H: 0.0018564790414066635
111	B: 2; C: 0.02551950780045317; D: 12.419588317653234; E: 0.8811729846607758; F: 0.06503648757858255; G: 0.0041284055357075815; H: 0.28625687828936297
112	B: 3; C: 0.02067388257798291; D: 13.798514186876037; E: 0.09967361135929266; F: 0.2126326206437877; G: 0.33028249095480805; H: 0.6872924763768083
113	B: 4; C: 0.017520169549186712; D: 14.989052982532712; E: 0.0170574739782548; F: 0.720745094771508; G: 0.6640127569662166; H: 0.02459416629242194
114	A: 4; B: 1; C: 4.915062459451844; D: 1; E: 0.0012922658654679218; F: 0.0009153534465662133; G: 0.0009534815786137162; H: 0.0011236981590617627; I: 0.0010656264587039284
115	B: 2; C: 0.02616863698054553; D: 13.704839988282608; E: 0.9090742120010773; F: 0.04316717023476058; G: 2.517457276295175e-08; H: 0.10959575365382629; I: 0.09962316763379382
116	B: 3; C: 0.021966092898953918; D: 14.958502300419559; E: 0.0024328400778233284; F: 0.02406970772443818; G: 0.008916043697453873; H: 0.7851081890972647; I: 0.4082206625961953

Row	Content in original worksheet (continued)
117	B: 4; C: 0.01956677867969893; D: 15.849109072313682; E: 0.07604907743807976; F: 0.09454436069058349; G: 0.6166288147319521; H: 0.08848408355947038; I: 0.3911989987784428
118	B: 5; C: 0.01723603198895558; D: 16.886742259361153; E: 0.01115160461755179; F: 0.8373034079036515; G: 0.37350163481740767; H: 0.01568827553037705; I: 0.0998915445328642
119	A: a. Dependent Variable: totalDimension II: Academic Sustainability
121	A: Residuals Statisticsa
122	B: Minimum; C: Maximum; D: Mean; E: Std. Deviation; F: N
123	A: Predicted Value; B: 34.55583953857422; C: 69.03981018066406; D: 52.55827067669176; E: 6.972198715605093; F: 532
124	A: Residual; B: -19.940319061279297; C: 16.57691192626953; D: 1.549303709552098e-15; E: 6.667861184121779; F: 532
125	A: Std. Predicted Value; B: -2.5820305347442627; C: 2.363893985748291; D: 1.3731705830890095e-16; E: 1; F: 532
126	A: Std. Residual; B: -2.979227066040039; C: 2.4767098426818848; D: 2.212098507711778e-16; E: 0.99622640163494; F: 532
127	A: a. Dependent Variable: totalDimension II: Academic Sustainability
130	A: Charts

Updated statistical and methodological audit

Executive Summary & Issues

Row	Content in original worksheet (nonempty cells, left to right)
1	A: Organizational DNA & Academic Sustainability: Issue Resolution & Statistical Summary
2	A: Comprehensive verification of survey records, demographic coding, scale diagnostics, and institutional profiles (N = 532)
4	A: Summary of Raised Issues and Verification Resolutions
5	A: Section / Topic; B: Raised Issue / Question; C: Original Records & Data Audit Result; D: Action Taken / Resolution

Row	Content in original worksheet (continued)
6	A: 1. Reverse-Scored Items; B: Verify if Q4, Q10, Q15, Q20 were reverse-scored once/twice/not at all & check match with raw export.; C: Items were reverse-scored ONCE (6 - x). Raw exports match ODNA_AcadSCALES.xlsx 100%. Weak/negative item-total correlations (r = -.03 to .08) and high cross-item correlation (r = .86) confirm a wording effect, not coding error.; D: EXCLUDE items Q4, Q10, Q15, Q20 from all scales. Replace flag with wording-effect explanation sentence.
7	A: 1. Demographic: Faculty; B: Did participants see two options or three for Faculty type?; C: Participants saw TWO options (1 = Humanities & Social Sciences, 2 = STEM). Coded as 2 groups in data file.; D: Confirmed 2 categories (STEM vs Humanities & Social Sciences). No adjustment needed.
8	A: 1. Demographic: Rank; B: What is Code 4 in Academic Rank? (e.g. Assistant Lecturer)?; C: Code 1 = Lecturer (Asst Prof), Code 4 = Assistant Lecturer / Demonstrator group. Combined into single Lecturer category in main file.; D: Confirmed Code 4 represents Assistant Lecturers combined with Lecturers. Retain 3-category rank variable.
9	A: 1. Demographic: Admin; B: Confirm Admin position coding: 0 = None, 1 = Head of Dept, 2 = Vice Dean/Dean.; C: Data file confirms: 378 None (coded 0/NaN), 100 Head of Department (coded 1), 54 Vice Dean / Dean (coded 2).; D: Coding verified and confirmed exact match.
10	A: 2. Survey Details; B: Institutions per regime, sampling, recruitment, mode, language, dates, response rate, forced response.; C: 3 Universities (1 per regime profile); Convenience/snowball via email & WhatsApp; Online/Paper in Arabic (back-translated); Oct 2025–Jan 2026; 532 complete / 710 invited (74.9% rate); Mandatory forced response.; D: Filled all Section 2 survey detail flags in manuscript.
11	A: 3. Interview Details; B: Timing, procedure, coding, leadership archetypes, quote verification.; C: Interviews held AFTER survey analysis; 25 leaders (9 Regime A, 9 Regime B, 7 Regime C); 35-70 min; 2 independent coders (kappa = .88); 5 archetypes; Quotes checked & anonymized.; D: Filled all Section 3 interview detail flags in manuscript.
12	A: 4. Administrative; B: Ethics approval details, software statement.; C: Approved by Research Ethics Committee, Faculty of Education, Beni-Suef University (Ref: BSU-EDU/REI-2025-0812); Python RAM specification replicated AMOS results.; D: Keep blinded placeholders for review; use exact info for unblinded title page.
13	A: 5. Target Journal; B: Select target journal to apply template, word limits, and section ordering.; C: Paper fits higher education governance & management journals (e.g., Journal of Higher Education Policy and Management).; D: Target governance/management journal selected.

Row	Content in original worksheet (continued)
15	A: Methodological Resolution: Qualitative Leadership Typology vs Arbitrary Counts
16	A: Typology Dimension; B: Core Focus & Analytical Definition; C: Methodological Standard; D: Manuscript Reporting Action
17	A: Reformist Orientation; B: Focus on agility, delegation, global standards, and industry coupling; C: Qualitative continuum (non-mutually exclusive); D: Report as qualitative interpretive spectrum without arbitrary numerical headcounts.
18	A: Pragmatist Orientation; B: Focus on crisis management, operational resilience, and adaptive firefighting; C: Qualitative continuum (non-mutually exclusive); D: Report as qualitative interpretive spectrum without arbitrary numerical headcounts.
19	A: Traditionalist Orientation; B: Focus on institutional stability, identity, and protective compliance/bureaucracy; C: Qualitative continuum (non-mutually exclusive); D: Report as qualitative interpretive spectrum without arbitrary numerical headcounts.
20	A: Strategist Orientation; B: Focus on systems thinking, data governance, and long-term structural design; C: Qualitative continuum (non-mutually exclusive); D: Report as qualitative interpretive spectrum without arbitrary numerical headcounts.
21	A: Innovator Orientation; B: Focus on boundary-crossing, practice-based learning, and disrupting norms; C: Qualitative continuum (non-mutually exclusive); D: Report as qualitative interpretive spectrum without arbitrary numerical headcounts.

Item & Scale Diagnostics

Row	Content in original worksheet (nonempty cells, left to right)
1	A: Diagnostics for Excluded Reverse-Worded Items (Q4, Q10, Q15, Q20)
3	A: Item; B: Intended Scale Dimension; C: Mean; D: Std Dev; E: r with Intended Scale (Pooled); F: Mean within-regime r; G: Eta-squared (Regime Confound); H: Alpha WITH Item; I: Alpha WITHOUT Item; J: Diagnostic Status
4	A: Q4_R; B: Decision Rights; C: 2.8; D: 1.18; E: -0.02; F: -0.42; G: 0.58; H: 0.823; I: 0.938; J: Excluded (Wording Effect)
5	A: Q10_R; B: Information Flow; C: 2.77; D: 1.17; E: 0.02; F: -0.46; G: 0.58; H: 0.838; I: 0.941; J: Excluded (Wording Effect)
6	A: Q15_R; B: Motivators; C: 2.78; D: 1.18; E: 0.08; F: -0.46; G: 0.57; H: 0.854; I: 0.943; J: Excluded (Wording Effect)
7	A: Q20_R; B: Structure; C: 2.79; D: 1.19; E: -0.03; F: -0.49; G: 0.56; H: 0.835; I: 0.945; J: Excluded (Wording Effect)

Row	Content in original worksheet (continued)
10	A: Descriptive Statistics & Internal Consistency of Purified Composites (N = 532)
11	A: Construct / Subscale; B: Items Retained; C: Observed Range; D: Mean (M); E: Std Dev (SD); F: M / Item (1-5 Scale); G: Skewness; H: Excess Kurtosis; I: Cronbach's Alpha (a)
12	A: Organizational DNA (Total); B: 20; C: 28 - 97; D: 66.66353383458646; E: 13.36428417249863; F: 3.333176691729323; G: -0.07; H: -0.34; I: 0.95
13	A: - Decision Rights; B: 5; C: 5 - 25; D: 16.58082706766917; E: 3.957762982659764; F: 3.316165413533835; G: -0.07; H: -0.33; I: 0.938
14	A: - Information Flow; B: 5; C: 5 - 25; D: 16.62593984962406; E: 4.037153728325229; F: 3.325187969924812; G: -0.15; H: -0.33; I: 0.941
15	A: - Motivators; B: 5; C: 5 - 25; D: 17.08270676691729; E: 4.23872402500801; F: 3.416541353383459; G: -0.11; H: -0.31; I: 0.943
16	A: - Structure; B: 5; C: 5 - 25; D: 16.37406015037594; E: 4.223189954284806; F: 3.274812030075188; G: -0.15; H: -0.32; I: 0.945
17	A: Academic Sustainability (Total); B: 15; C: 25 - 75; D: 52.55827067669173; E: 9.647379317752954; F: 3.503884711779448; G: -0.17; H: -0.28; I: 0.93
18	A: - Institutional Resilience; B: 5; C: 5 - 25; D: 18.33834586466165; E: 3.661037729754151; F: 3.667669172932331; G: -0.29; H: -0.12; I: 0.921
19	A: - Knowledge Continuity; B: 5; C: 5 - 25; D: 16.86654135338346; E: 4.01211077069516; F: 3.373308270676691; G: -0.16; H: -0.42; I: 0.939
20	A: - Employability Sustainability; B: 5; C: 5 - 25; D: 17.35338345864661; E: 4.225642266068021; F: 3.470676691729323; G: -0.21; H: -0.26; I: 0.945

Regime & Group Differences

Row	Content in original worksheet (nonempty cells, left to right)
1	A: ODNA and Academic Sustainability Scores by Governance-Regime Profile
3	A: Variable; B: Regime A: Public-like (n = 298); C: Regime B: Private-like (n = 154); D: Regime C: National-like (n = 80); E: Welch's F; F: p-value; G: Omega^2 (w2); H: Games-Howell Contrasts
4	A: Decision Rights; B: 15.52 (3.78); C: 17.79 (3.55); D: 18.20 (4.16); E: 26.65; F: < .001; G: 0.09; H: A != B, A != C
5	A: Information Flow; B: 15.23 (3.72); C: 18.60 (3.74); D: 18.02 (3.67); E: 48.23; F: < .001; G: 0.15; H: A != B, A != C

Row	Content in original worksheet (continued)
6	A: Motivators; B: 15.38 (3.84); C: 19.71 (3.48); D: 18.36 (3.98); E: 76.82; F: < .001; G: 0.21; H: A != B, A != C, B != C
7	A: Structure; B: 14.91 (3.88); C: 16.97 (3.64); D: 20.69 (3.15); E: 95.97; F: < .001; G: 0.23; H: A != B, A != C, B != C
8	A: ODNA Total (20-item); B: 61.03 (11.88); C: 73.08 (11.36); D: 75.28 (12.05); E: 78.22; F: < .001; G: 0.23; H: A != B, A != C
9	A: Institutional Resilience; B: 18.00 (3.57); C: 17.88 (3.76); D: 20.46 (3.08); E: 21.13; F: < .001; G: 0.06; H: A != C, B != C
10	A: Knowledge Continuity; B: 16.37 (3.94); C: 17.03 (4.02); D: 18.40 (3.90); E: 8.63; F: < .001; G: 0.03; H: A != C, B != C
11	A: Employability Sustainability; B: 15.51 (3.76); C: 20.06 (3.55); D: 18.99 (3.57); E: 88.49; F: < .001; G: 0.25; H: A != B, A != C
12	A: Academic Sustainability Total; B: 49.89 (9.15); C: 54.97 (9.13); D: 57.85 (9.10); E: 31.49; F: < .001; G: 0.1; H: A != B, A != C
15	A: Unadjusted Faculty Type Comparison (STEM vs Humanities & Social Sciences)
16	A: Variable; B: Humanities & Social Sciences (n = 255); C: STEM (n = 277); D: Welch's t; E: p-value; F: Adjusted F (MANOVA Follow-up); G: Adjusted p-value; H: Interpretation
17	A: Decision Rights; B: 16.35 (3.89); C: 16.79 (4.02); D: 1.3; E: 0.195; F: 1.15; G: 0.285; H: No significant difference
18	A: Information Flow; B: 16.41 (3.92); C: 16.83 (4.14); D: 1.2; E: 0.231; F: 0.86; G: 0.354; H: No significant difference
19	A: Motivators; B: 16.96 (4.23); C: 17.19 (4.25); D: 0.64; E: 0.525; F: 0.1; G: 0.751; H: No significant difference
20	A: Structure; B: 16.40 (4.17); C: 16.35 (4.27); D: -0.12; E: 0.908; F: 0.15; G: 0.7; H: No significant difference
21	A: ODNA Total (20-item); B: 66.11 (13.14); C: 67.17 (13.58); D: 0.91; E: 0.362; F: N/A; G: N/A; H: No significant difference
22	A: Institutional Resilience; B: 18.11 (3.64); C: 18.55 (3.67); D: 1.41; E: 0.16; F: 2.16; G: 0.142; H: No significant difference
23	A: Knowledge Continuity; B: 16.78 (4.07); C: 16.95 (3.96); D: 0.5; E: 0.62; F: 0.1; G: 0.751; H: No significant difference
24	A: Employability Sustainability; B: 17.36 (4.26); C: 17.35 (4.20); D: -0.02; E: 0.985; F: 0.23; G: 0.632; H: No significant difference

25	A: Academic Sustainability Total; B: 52.24 (9.81); C: 52.85 (9.50); D: 0.73; E: 0.465; F: N/A; G: N/A; H: No significant difference

Prior statistical audit version

Executive Summary & Issues

Row	Content in original worksheet (nonempty cells, left to right)
1	A: Organizational DNA & Academic Sustainability: Issue Resolution & Statistical Summary
2	A: Comprehensive verification of survey records, demographic coding, scale diagnostics, and institutional profiles (N = 532)
4	A: Summary of Raised Issues and Verification Resolutions
5	A: Section / Topic; B: Raised Issue / Question; C: Original Records & Data Audit Result; D: Action Taken / Resolution
6	A: 1. Reverse-Scored Items; B: Verify if Q4, Q10, Q15, Q20 were reverse-scored once/twice/not at all & check match with raw export.; C: Items were reverse-scored ONCE (6 - x). Raw exports match ODNA_AcadSCALES.xlsx 100%. Weak/negative item-total correlations (r = -.03 to .08) and high cross-item correlation (r = .86) confirm a wording effect, not coding error.; D: EXCLUDE items Q4, Q10, Q15, Q20 from all scales. Replace flag with wording-effect explanation sentence.
7	A: 1. Demographic: Faculty; B: Did participants see two options or three for Faculty type?; C: Participants saw TWO options (1 = Humanities & Social Sciences, 2 = STEM). Coded as 2 groups in data file.; D: Confirmed 2 categories (STEM vs Humanities & Social Sciences). No adjustment needed.
8	A: 1. Demographic: Rank; B: What is Code 4 in Academic Rank? (e.g. Assistant Lecturer)?; C: Code 1 = Lecturer (Asst Prof), Code 4 = Assistant Lecturer / Demonstrator group. Combined into single Lecturer category in main file.; D: Confirmed Code 4 represents Assistant Lecturers combined with Lecturers. Retain 3-category rank variable.
9	A: 1. Demographic: Admin; B: Confirm Admin position coding: 0 = None, 1 = Head of Dept, 2 = Vice Dean/Dean.; C: Data file confirms: 378 None (coded 0/NaN), 100 Head of Department (coded 1), 54 Vice Dean / Dean (coded 2).; D: Coding verified and confirmed exact match.

Row	Content in original worksheet (continued)
10	A: 2. Survey Details; B: Institutions per regime, sampling, recruitment, mode, language, dates, response rate, forced response.; C: 3 Universities (1 per regime profile); Convenience/snowball via email & WhatsApp; Online/Paper in Arabic (back-translated); Oct 2025–Jan 2026; 532 complete / 710 invited (74.9% rate); Mandatory forced response.; D: Filled all Section 2 survey detail flags in manuscript.
11	A: 3. Interview Details; B: Timing, procedure, coding, leadership archetypes, quote verification.; C: Interviews held AFTER survey analysis; 25 leaders (9 Regime A, 9 Regime B, 7 Regime C); 35-70 min; 2 independent coders (kappa = .88); 5 archetypes; Quotes checked & anonymized.; D: Filled all Section 3 interview detail flags in manuscript.
12	A: 4. Administrative; B: Ethics approval details, software statement.; C: Approved by Research Ethics Committee, Faculty of Education, Beni-Suef University (Ref: BSU-EDU/REI-2025-0812); Python RAM specification replicated AMOS results.; D: Keep blinded placeholders for review; use exact info for unblinded title page.
13	A: 5. Target Journal; B: Select target journal to apply template, word limits, and section ordering.; C: Paper fits higher education governance & management journals (e.g., Journal of Higher Education Policy and Management).; D: Target governance/management journal selected.

Item & Scale Diagnostics

Row	Content in original worksheet (nonempty cells, left to right)
1	A: Diagnostics for Excluded Reverse-Worded Items (Q4, Q10, Q15, Q20)
3	A: Item; B: Intended Scale Dimension; C: Mean; D: Std Dev; E: r with Intended Scale (Pooled); F: Mean within-regime r; G: Eta-squared (Regime Confound); H: Alpha WITH Item; I: Alpha WITHOUT Item; J: Diagnostic Status
4	A: Q4_R; B: Decision Rights; C: 2.8; D: 1.18; E: -0.02; F: -0.42; G: 0.58; H: 0.823; I: 0.938; J: Excluded (Wording Effect)
5	A: Q10_R; B: Information Flow; C: 2.77; D: 1.17; E: 0.02; F: -0.46; G: 0.58; H: 0.838; I: 0.941; J: Excluded (Wording Effect)
6	A: Q15_R; B: Motivators; C: 2.78; D: 1.18; E: 0.08; F: -0.46; G: 0.57; H: 0.854; I: 0.943; J: Excluded (Wording Effect)
7	A: Q20_R; B: Structure; C: 2.79; D: 1.19; E: -0.03; F: -0.49; G: 0.56; H: 0.835; I: 0.945; J: Excluded (Wording Effect)
10	A: Descriptive Statistics & Internal Consistency of Purified Composites (N = 532)

Row	Content in original worksheet (continued)
11	A: Construct / Subscale; B: Items Retained; C: Observed Range; D: Mean (M); E: Std Dev (SD); F: M / Item (1-5 Scale); G: Skewness; H: Excess Kurtosis; I: Cronbach's Alpha (a)
12	A: Organizational DNA (Total); B: 20; C: 28 - 97; D: 66.66353383458646; E: 13.36428417249863; F: 3.333176691729323; G: -0.07; H: -0.34; I: 0.95
13	A: - Decision Rights; B: 5; C: 5 - 25; D: 16.58082706766917; E: 3.957762982659764; F: 3.316165413533835; G: -0.07; H: -0.33; I: 0.938
14	A: - Information Flow; B: 5; C: 5 - 25; D: 16.62593984962406; E: 4.037153728325229; F: 3.325187969924812; G: -0.15; H: -0.33; I: 0.941
15	A: - Motivators; B: 5; C: 5 - 25; D: 17.08270676691729; E: 4.23872402500801; F: 3.416541353383459; G: -0.11; H: -0.31; I: 0.943
16	A: - Structure; B: 5; C: 5 - 25; D: 16.37406015037594; E: 4.223189954284806; F: 3.274812030075188; G: -0.15; H: -0.32; I: 0.945
17	A: Academic Sustainability (Total); B: 15; C: 25 - 75; D: 52.55827067669173; E: 9.647379317752954; F: 3.503884711779448; G: -0.17; H: -0.28; I: 0.93
18	A: - Institutional Resilience; B: 5; C: 5 - 25; D: 18.33834586466165; E: 3.661037729754151; F: 3.667669172932331; G: -0.29; H: -0.12; I: 0.921
19	A: - Knowledge Continuity; B: 5; C: 5 - 25; D: 16.86654135338346; E: 4.01211077069516; F: 3.373308270676691; G: -0.16; H: -0.42; I: 0.939
20	A: - Employability Sustainability; B: 5; C: 5 - 25; D: 17.35338345864661; E: 4.225642266068021; F: 3.470676691729323; G: -0.21; H: -0.26; I: 0.945

Regime & Group Differences

Row	Content in original worksheet (nonempty cells, left to right)
1	A: ODNA and Academic Sustainability Scores by Governance-Regime Profile
3	A: Variable; B: Regime A: Public-like (n = 298); C: Regime B: Private-like (n = 154); D: Regime C: National-like (n = 80); E: Welch's F; F: p-value; G: Omega^2 (w2); H: Games-Howell Contrasts
4	A: Decision Rights; B: 15.52 (3.78); C: 17.79 (3.55); D: 18.20 (4.16); E: 26.65; F: < .001; G: 0.09; H: A != B, A != C
5	A: Information Flow; B: 15.23 (3.72); C: 18.60 (3.74); D: 18.02 (3.67); E: 48.23; F: < .001; G: 0.15; H: A != B, A != C

Row	Content in original worksheet (continued)
6	A: Motivators; B: 15.38 (3.84); C: 19.71 (3.48); D: 18.36 (3.98); E: 76.82; F: < .001; G: 0.21; H: A != B, A != C, B != C
7	A: Structure; B: 14.91 (3.88); C: 16.97 (3.64); D: 20.69 (3.15); E: 95.97; F: < .001; G: 0.23; H: A != B, A != C, B != C
8	A: ODNA Total (20-item); B: 61.03 (11.88); C: 73.08 (11.36); D: 75.28 (12.05); E: 78.22; F: < .001; G: 0.23; H: A != B, A != C
9	A: Institutional Resilience; B: 18.00 (3.57); C: 17.88 (3.76); D: 20.46 (3.08); E: 21.13; F: < .001; G: 0.06; H: A != C, B != C
10	A: Knowledge Continuity; B: 16.37 (3.94); C: 17.03 (4.02); D: 18.40 (3.90); E: 8.63; F: < .001; G: 0.03; H: A != C, B != C
11	A: Employability Sustainability; B: 15.51 (3.76); C: 20.06 (3.55); D: 18.99 (3.57); E: 88.49; F: < .001; G: 0.25; H: A != B, A != C
12	A: Academic Sustainability Total; B: 49.89 (9.15); C: 54.97 (9.13); D: 57.85 (9.10); E: 31.49; F: < .001; G: 0.1; H: A != B, A != C
15	A: Unadjusted Faculty Type Comparison (STEM vs Humanities & Social Sciences)
16	A: Variable; B: Humanities & Social Sciences (n = 255); C: STEM (n = 277); D: Welch's t; E: p-value; F: Adjusted F (MANOVA Follow-up); G: Adjusted p-value; H: Interpretation
17	A: Decision Rights; B: 16.35 (3.89); C: 16.79 (4.02); D: 1.3; E: 0.195; F: 1.15; G: 0.285; H: No significant difference
18	A: Information Flow; B: 16.41 (3.92); C: 16.83 (4.14); D: 1.2; E: 0.231; F: 0.86; G: 0.354; H: No significant difference
19	A: Motivators; B: 16.96 (4.23); C: 17.19 (4.25); D: 0.64; E: 0.525; F: 0.1; G: 0.751; H: No significant difference
20	A: Structure; B: 16.40 (4.17); C: 16.35 (4.27); D: -0.12; E: 0.908; F: 0.15; G: 0.7; H: No significant difference
21	A: ODNA Total (20-item); B: 66.11 (13.14); C: 67.17 (13.58); D: 0.91; E: 0.362; F: N/A; G: N/A; H: No significant difference
22	A: Institutional Resilience; B: 18.11 (3.64); C: 18.55 (3.67); D: 1.41; E: 0.16; F: 2.16; G: 0.142; H: No significant difference
23	A: Knowledge Continuity; B: 16.78 (4.07); C: 16.95 (3.96); D: 0.5; E: 0.62; F: 0.1; G: 0.751; H: No significant difference
24	A: Employability Sustainability; B: 17.36 (4.26); C: 17.35 (4.20); D: -0.02; E: 0.985; F: 0.23; G: 0.632; H: No significant difference

25	A: Academic Sustainability Total; B: 52.24 (9.81); C: 52.85 (9.50); D: 0.73; E: 0.465; F: N/A; G: N/A; H: No significant difference