Examining Leadership Departures in the Academic Setting

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Abstract

Even though leadership positions are valued in higher education, academic leaders may decide to step down due to serious difficulties. This study employs qualitative methods to investigate the elements that impact the decision-making process of leaders.
The research utilised semi-structured interviews to gather data from 21 male and female academics who were carefully recruited from seven state universities. These academics had successfully transitioned into leadership positions (Cohen et al., 2013). The investigation conducted by Yin (2014) uncovered an intricate interaction between many factors that both motivate and discourage leadership resignations.
The motivational variables encompassed in this context are career progression, enhancing skills, confronting novel obstacles, and attaining a harmonious equilibrium between work and personal life. On the other hand, issues that discourage individuals include conflicts with academic culture, lack of support, exhaustion, ethical concerns, and personal reasons (Gregoriou, 2023; Fan, 2023).
This study enhances our comprehension of leadership turnover in higher education, providing insights for keeping valuable leaders and cultivating a more nurturing leadership atmosphere.
Keywords: Leadership Departures, Academic Institutions, Qualitative research