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Abstract

This mixed-methods study uses Push and Pull model, as well as the Kaleidoscope career model, to close the gap in understanding of the experiences of international faculty who work in the Global South. Treating these faculty members as self-initiating expatriates pursuing a boundaryless career, the study reveals that one of the key push factors is shortage of jobs in the international market. While salary remains an important pull factor, nonmonetary motivations, such as the desire to contribute to change, are also important motivators. When making the decision to relocate, international faculty are balancing career consideration with the desires to remain truthful to their values and to fit the career with their personal lives. Most faculty expect to stay in the country for a short term, thus presenting challenges for institution building. They also anticipate that international mobility will leave a positive effect on their careers. (HRK / Abstract übernommen)