

Evaluation of Leadership Behaviors of Middle Administrators in Higher Education through Reflection

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KEYWORDS Leadership Behaviors. Reflective Management. Higher Education. Middle Administrators. Evaluation

ABSTRACT We live in a rapidly changing and increasingly complex world, where universities try to keep up with all kinds of developments and developing and implementing new and diversified curricula. Moreover, the way department heads exhibit their leadership practices is becoming more and more complicated because universities keep struggling for their own survival as a result of these changes. At universities, department heads often perform a middle-management role depending on the organizational structure of each university and this role is usually taken for granted and is unquestioned. The goal of this study was to evaluate the leadership practices and behaviors exhibited by the middle level administrators including department heads, supervisors and coordinators at universities in North Cyprus. The research approach was both quantitative and qualitative including a variety of data sources including open-ended surveys, interviews used together with the Leadership Practices Inventory (LPI).