



## METHODOLOGICAL SHORTCOMINGS

With hindsight it has become clear that the way in which this study was set up has imposed limitations on its findings and any possible conclusions that can be drawn from them. Thompson (1990) stresses that it should be remembered that the “object” of an investigation is itself a pre-interpreted domain. In this instance, the setting up of a target group composed only of black academics had the immediate effect of foregrounding race as an interpretative category, not only for the researchers, but also for the respondents.

Interviews with academics “on the move” across all racial categories could have provided the basis for identifying whether or not there were differences between the reasons given for leaving or moving by people of different races. However, research does not need to be comparative to be valid and hearing the voices of black academics is important and necessary. In future the study could be replicated with white academics who are moving between institutions as the focus of investigation.