

Academic Inbreeding: Impacts on Creativity and Innovation in Higher Education

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Abstract:

This study examines the impact of academic inbreeding on organizational creativity and research productivity. Academic inbreeding refers to a situation in the academic community where an institution employs its graduates and ensures their advancement within the academic ranks. The results indicate no statistically significant difference in organizational creativity between participants with academic inbreeding and those without. Qualitative findings highlight the importance of institutional prestige, stability, and efficiency but indicate that these factors do not significantly influence organizational creativity. The study also investigates the role of academic inbreeding in fostering innovative behaviour, revealing a positive but modest impact. The qualitative insights propose that academic inbreeding may lead to uniformity and reduced innovation. Creating an environment where individuals can integrate innovative behaviours into their processes is crucial to fostering innovation in universities. The research suggests that participants without domestic academic inbreeding perceive higher organizational creativity, indicating that mobility might enhance creativity. Despite criticisms that limited mobility leads to stagnation, other studies highlight the benefits of understanding organizational culture through academic inbreeding. Therefore, the study underscores the necessity of balanced strategies that encourage mobility and innovation while acknowledging the potential strengths of academic inbreeding.

Keywords:

Academic Inbreeding, Faculty Members, Creative and Innovative Skills, Higher Education.