Akin Adekanle
Department: Leadership Studies
Dissertation Title: “Career Continuity of Nigerian Immigrants in the U.S.: An Examination of Enabling and Inhibiting Factors”
Major Professor: Dr. Comfort Okpala

**RESEARCH QUESTIONS/PROBLEMS:**
- How are Nigerian Immigrants able to maintain career continuity in the U.S.?
- What are the constraints to their career continuity?
- How were these Nigerian Immigrants in the U.S. able to overcome the constraints to their career continuity?

**METHODS:**
- Qualitative Preliminary Interview and Final Interview
- Boykin’s Triple Quandary
- NVivo (Computer Assisted Qualitative Analysis Software)

**RESULTS/FINDINGS: DISLAFH**
- Determination and Planning
- Higher and Continuous Education
- Acculturization and Adaptability
- Information
- Supports
- Finance
- Legality

**SIGNIFICANCE/IMPLICATIONS:**
- Organizational Leaders can understand the diversity in the workforce
- Immigrants can learn from the success stories
- Government can use information to create programs for immigrants