Research Questions / Problems:
Research Question 1: What is the relationship between self-perceived emotional competence and resistance to organizational change amongst academic deans at public universities in the University of North Carolina System?
Research Question 2: What is the relationship between self-perceived leader efficacy and resistance to organizational change amongst academic deans at public universities in the University of North Carolina System?
Research Question 3: What is the relationship between self-perceived cultural intelligence and resistance to organizational change amongst academic deans at public universities in the University of North Carolina System?
Research Question 4: What is the relationship between the demographic characteristics and self-perceived resistance to change amongst academic deans at public universities in North Carolina?
Research Question 5: What is the relationship between the leadership competencies split by the demographic characteristics and self-perceived resistance to organizational change amongst academic deans at public universities in North Carolina?

Methods:
This quantitative, correlational study examined the relationship between a specific set of self-perceived leadership competencies and resistance to organizational change amongst (N=116) academic deans at public universities in the University of North Carolina System using four multi-dimensional instruments.

Results / Findings:
The findings from this study revealed that resistance to organizational change can be predicted from the variables: self- perceived emotional competence, leader efficacy and cultural intelligence. There was a statistically significant relationship between self-perceived emotional competence, cultural intelligence, and resistance to organizational change.

Significance / Implications:
The results of this study provide insight on how to help leaders, policy makers and practitioners at the individual and programmatic levels make informed, empirically data-based decisions on designing effective leadership development training in the areas of emotional competence, leader efficacy, and cultural intelligence to minimize resistance to organizational change.