

Review of: "Art and Science of Creating High-Performing Faculty Members and Retaining Them in Indian Engineering Institutions"

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Potential competing interests: No potential competing interests to declare.

The manuscript appears to address a worrying issue of toxic leadership in Faculties of Engineering at Indian Universities and Tertiary Colleges. Based on a questionnaire distributed to over 1000 participants, the manuscript makes a number of wide ranging recommendations to mentor and support the performance of middle level academic staff. I am however worry by the lack of evidence to support the serious accusations that toxic leadership is pervasive in Indian Faculties of Engineering. Before the manuscript is considered for publication I would advise that evidence is provided to support these accusation, which if shown to be justified need to be urgently addressed.