

# Review of: "Evaluation of the effectiveness of the collegiate system of administration at Kwame Nkrumah University of Science and Technology, Ghana"

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Potential competing interests: No potential competing interests to declare.

Abstract: Check order of the words. Democratization, decentralization and synchronization allows for a logical flow.

introduction: This section should highlight the important role of universities in human capital development and therefore to national and community development as well as the critical role management plays in helping universities achieve their goals. It should also touch on evolving management systems employed by universities globally, within the African region and Ghana and zero on the collegiate system and the arguments for it and why there is the need for examining the collegiate system of university management in Ghana and KNUST in particular. Authors should also note that decentralization came into prominence in the developing world in late 80s to early 90s and not in the last ten years. There should also a much stronger justification for an academic study as this other than merely stating that after fifteen years of implementing the collegiate system, no evaluation has been done on its implementation. You need to provide ample justification – what is the current management situation under the collegiate system, is it problematic or very successful for which there is the need for an empirical study.

Literature review: This section could be enhanced by presenting the section more systematically in different subsections – structure of collegiate system; benefits and problems of the collegiate system etc and the theoretical basis of the collegiate system. The study highlights democratization, decentralization and synchronization as focal issues but these are completely missing in the literature review section. It will be important to show the interrelationships that exist among these and between these and the collegiate system. A diagrammatic display of this relationship would provide a vivid visual impression of these concepts.

Methodology: This section needs strengthening. the authors indicated that purposive sampling was used in the selecting of participants of the study. it is not clear whether purposive sampling was employed for the qualitative data or for both the quantitative and qualitative data as the study employed a mixed methods design. The sampling section needs to be systematically presented to enable the reader to appreciate the mixed methods design employed by the study. The methods section did not also give details on questionnaire used for the study - is it a liket scale questionnaire or what is the nature of the questionnaire. the study is also an evaluative study. The section did not give clarity as to how variables as decentralization, democratization, synchronisation are defined and measured as well as the criteria for classifying an issue as effectiveness or ineffective. Also, how was the data from the interviews analysed? At what point did the mixed data collected integrated or were they presented differently? The authors need to be more explicit here in how data was

analyzed.

Results: A single table could have been used to present the demographic information on respondents. The authors should bear in mind that, demography of respondents is not the focus of the study. The results presented did not reflect the mixed methods design of the study. It is not clear how the qualitative data has been analyzed. The qualitative results are missing in the presentation of the data. The results have also not been discussed.

Conclusion: This should present the key arguments of the study as well as the findings and how these relate to theory or the literature. The results have not been discussed in relation to the literature nor interpreted in the light of policy and practice in the management of tertiary education.

References: There is no consistency in the in-text citation. Many of the references are old

remarks: the study is relevant as it explores into a critical subject that has been not been given attention in tertiary education in Ghana. However, the authors need to substantially review the manuscript in order to make its contribution to knowledge worthwhile.