

# Review of: "Strategies to Resolve Toxic Leadership Actions in Engineering Institutions which Impede Faculty Performance and Innovation"

Glen Currie<sup>1</sup>

<sup>1</sup> University of Melbourne

Potential competing interests: No potential competing interests to declare.

Thanikachalam,

Thank you for your paper about the question of leadership. The question of lower quality leaders in the developing world universities is central to your argument. Do you have evidence for this central claim?

You are correct that integrity and culture are very important, as are all the other recommendations you make to guard against toxic leadership. You state in section 1 that engineering institutions face problems in their postgraduate and doctoral programs. This is again an unsupported claim.

A suggestion would be to avoid using engineering institutions as a proxy for engineering university faculties, as the word institution would also include commercial engineering firms.

In your section IV you claim to have been running this experiment for 40 years. This is feasible, but does not build your credibility when expressed this way.

In section 4.1 you claim that toxic leaders plan their entry, when this is not supported by evidence.

In section 4.5 you bring the example of crime in the post WW2, which is valid but that provides a tenuous connection to your consequent argument about Indian autonomous institutes.

Overall, you have brought together some ideas from the literature and connected them to your topic, but before publishing, I suggest you aim to connect the literature to your issues and build your arguments for the remedies you present in section 4.9.