

Review of: "Developing and Supporting High-Performing Faculty Teams in Engineering Institutions"

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Potential competing interests: No potential competing interests to declare.

The introduction section mentions of the following: "*Many Boards of Governors of autonomous institutions have ignored the standards, norms, ethics, and innovation.*" The author needs to provide some evidence on these anonymous institutions to validate the motive for conducting this study: a minimum of five autonomous institutions in India would be good.

There is an academic theory missing to implement the perspective on developing and supporting high performing faculty teams in engineering institutions. What does the theory of developing high performing faculty teams in engineering institution focuses on? And what can be said for the same with supporting high performing faculty teams in engineering institution?

In the objectives section, the first written objective was the following: "Survey the deviations in recruitments, grant eligible leave for training and development, and offer high academic cadres, and dean posts." It's not quite clear why the objective would be on 'granting eligible leave for training and development, and offering high academic cadres, and dean posts.' It seems like this study is also going to exercise these two executive actions with India's engineering institutions. I hope I'm wrong in interpreting the meaning of this objective. In addition, the research methodology is also part of the research objective. Is this another type format in carrying out the study? Usually, the research methodology is a section that would come after the literature review.

In the literature review section, there is reference to affirmative action, diversity, and inclusion, and expectations of high performing faculty teams. Not quite sure how these theoretical ideas match with any of the four research objectives. In addition, there is a lack of referencing on the root causes of deviation (from the objectives section) in engineering educational institutions. But most critical is that there should be more work mentioned about the practical application of developing and supporting high performing faculty teams in engineering institution.

In the research study section it seems that the questionnaire implemented for collecting the data had been previously arranged beforehand as the questions asked were not drawn up from the literature review gathered, nor does it asked about the idea of developing and supporting high performing faculty teams in engineering institution.

*I suggest that the work be revised by using the questionnaire as the center piece for establishing a theoretical perspective that leads into the development of a research questions/objectives with regards to "developing and supporting high performing faculty teams in engineering institution", otherwise the research title has to be changed. Also, the

literature review should find some theoretical ideas in practice and analysis from other works that support the research questions/objectives. If you decide to go with this suggestion then I wish all the best in taking the initiative.