

Review of: "Sustaining Gender Parity in Corporate Leadership Roles by Means of Random Selection"

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Potential competing interests: No potential competing interests to declare.

It is a delight to read this article and various reasons more such studies are needed. Congratulations to author/s for this study.

The methods section of the research paper introduces the central question of why there is an underrepresentation of females and other marginalized groups in corporate leadership positions. The authors propose using a net cost-benefit model with rational expectations to address this question, asserting that individuals who aspire to leadership positions tend to make accurate career predictions.

The authors provide Equation 1 as a formal representation of the relative expected cost-benefit model of corporate leadership. This equation includes variables that represent the expected benefits and costs of the corporate leadership track (β and δ , respectively) and the expected benefits and costs of alternative career opportunities (ρ and σ , respectively). The notation \succ denotes a value comparison.

By using this model, the authors aim to understand the factors that influence individuals' decisions regarding career choices, specifically whether they pursue corporate leadership positions or opt for alternative career paths. The model suggests that individuals will choose the alternative with the highest expected net benefit.

The authors acknowledge the source of the model, citing it as a formal depiction of Social-Cognitive Career Theory (SCCT) described in Brown and Lent (2019). However, it is important to note that the specific details and assumptions of the model are not thoroughly discussed in this section. Thus, it would be beneficial for the authors to provide more explicit explanations of the variables and their operationalization within the model.

Overall, the methods section presents a conceptual framework for examining the leakage in the corporate leadership pipeline. The use of a net cost-benefit model with rational expectations is justified based on the assumption that individuals aspiring to leadership positions are capable of making accurate career predictions. However, more details and elaboration on the variables and their measurement are needed to fully understand how the model will be applied in the study.

The discussion section of the research paper presents a compelling argument for implementing random candidate selection as a means to address the underrepresentation of marginalized groups in corporate leadership positions. The authors highlight several key

points to support their argument. The authors highlight the potential benefits of this approach, including increased diversity, higher-quality hires, reduced biases, and decreased influence of in-groups and emotions. The section effectively raises important considerations and challenges current hiring practices, encouraging further exploration and discussion on the topic.

Corporate organizations typically have hierarchical structures, with boardrooms and executive suites representing the highest leadership positions whereas Academic institutions, such as universities and research organizations, have a different organizational structure characterized by departments, faculties, and academic ranks. Hence, there is a difference in the random selection in academia. Random selection in academia could involve strategies like blind reviewing of job applications, randomized hiring committees, or targeted interventions to mitigate gender biases in tenure and promotion processes.