

# Review of: "Protection against a Toxic Environment: Strategies for Planning the Radical Development of Engineering Faculty Members"

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Potential competing interests: No potential competing interests to declare.

## Abstract Section Feedback:

I recommend that you improve the abstract by focusing on the comments below:

1. What did you intend to communicate in this case? Kindly revise the sentence as it is ambiguous: "Self-protection and planned growth of faculty members of engineering institutions are linked together to develop...."
2. Consider specifying the context, population, and the states from which the sample was drawn.
3. Briefly state the objectives and the adopted methodology.
4. Why is this study important? What are the theoretical and empirical contributions?

## Introduction Section Feedback:

To improve the introduction, address the following:

- Get a better narrative hook; the historical narration can be moved to the context. For the opening statement of an introduction, it seems farfetched.
- What did you intend to communicate in this case? "...in a few institutes toxic leaders are selected without following the established selection process, and the selected CEOs grow at a faster rate?" What are the constructs for CEO/leadership growth? Any citations?
- Add spacing after the full colon, "Constitutional Rights: Many autonomous.." Consider starting the introduction with a firm narrative hook.
- Base the introduction section on academic literature, theoretical frameworks, empirical data, and acceptable grey literature. Add the appropriate references and reports.
- Are there any other fundamental literatures on work environments before 2019 that could anchor the study? At least theoretically? Can their contributions and evolutions be advanced in this study too to demonstrate progress?

## Literature Review

More rigor needs to go into the literature survey process. The current literature review is not satisfactory.

### Methodology Feedback:

- Consider including the year for proper citation: "The research methodology depends on the social science approach suggested by Guba and his associates."
- To reinforce your methodology, consider reframing/rewording your research objectives:
  1. To suggest desired protection against the toxic environment for high-performing engineering faculty members.
  2. To suggest needed faculty development for high-performing engineering faculty members.
- Elaborate on the criteria for selecting the 2 states for sampling.

### Results and Discussion:

- The questionnaire does not adequately address the research question; the questions are also framed quantitatively, thus not meeting the criteria for a quantitative data collection tool. What was the source of the questionnaire?

### Overall Feedback:

Thank you for the relevant paper. Actionable issues have been addressed in the paper, and the topic is appropriate. However, beyond empirical advancements, the literature review and methodology sections require deeper academic material contexts.

### Citation and References:

The references are relevant.