

Peer Review

Review of: "Strategic Career Planning for the Uninterrupted Growth of an Engineering Faculty Member Through "RAAT""

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Topic

The aim to define an organic and structured faculty development model that takes into account the professional multidimensionality of the university professor is laudable. Also appreciable is the choice to include in the process aspects often overlooked in the question, such as the ethical dimension or the need to develop the skills necessary to manage a highly challenging context characterized by uncertainty and complexity.

Methodology:

The methodological background is very synthetic and would benefit from more detail concerning the choices that guided data collection and analysis procedures. More information on the choices that guided the research design would also be helpful (why was action research chosen over other research methods? What theoretical framework guides this choice? How is it consistent with the research objectives?).

Theoretical framework

The theoretical framework is rather fragmented and does not appear to be guided by a clear, logical line: this makes the discussion regarding the research assumptions not very incisive, and the cogency of the reasoning does not emerge.

Argumentation

Some of the topics addressed are particularly interesting (such as the role of toxic leadership or the emphasis on the need to deal with the paradigm of complexity within Higher Education). Still, their

depth is limited and too synthetic: this penalizes the clarity of the argument, and it is a shame because guaranteeing a deeper exposure for each topic would have improved the effectiveness and incisiveness of the article.

Declarations

Potential competing interests: No potential competing interests to declare.