

Review of: "Art and Science of Creating High-Performing Faculty Members and Retaining Them in Indian Engineering Institutions"

Ma CARMEN FERNÁNDEZ Tijero¹

¹ Universidad de Valladolid

Potential competing interests: No potential competing interests to declare.

The study is well organised, conducted and explained. The number of population involved in the study is enough to justify the methodology used as well as the conclusions achieved. It offers a current view of the relation between the university degrees in engineering and the capabilities they offer to the students. So, it has a very high interest on the academic and non academic public.

I would like to point out some aspects to improve:

page 2. Introduction: "All the institutes in higher education institutes in engineering and technology are guided by various rules, norms, and standards prepared by the University Grants Commission, and the All-India Council for Technical Education, each institute is governed by the Society's Rule." It would be interesting to have referenced some of these rules, those which affect directly on the issue of the study.

p. 8: "The New Educational Policy 2020 curbs such malpractices and advises following the rules, regulations, and standards prescribed for the selection of the best candidates" The whole reference of the document is lacking.

Among the limitations of the study it should be the creation of the ecosystem proposed, since it cannot be limited to a list of actions. It results a very complex system that requires a deep planification in different stages which will support the structure for the actions, and not the actions themselves without the schedule to organize them.

I would recommend the publication of the paper with some slight corrections.