

# Review of: "Facilitating Outstanding Engineering Faculty Members in India through Training from Recruitment to Retirement"

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Potential competing interests: No potential competing interests to declare.

Dear Author,

First of all, congratulations to the author of the manuscript. The study analyses in depth the management of staff from the beginning of their research career towards retirement. However, I believe that the manuscript can be improved in several ways:

- 1) Literature Survey: This part of the manuscript should be a bit deeper in relation to the existing literature on the analysed topic. It would make a greater contribution to the study.
- 2) The manuscript would be improved if the Indian university context is analysed to understand the particularities described in the empirical part of the study.
- 3) Sample: I think that the sample should be explained in detail to determine whether it is significant or not for the population. To do this, the study should propose a descriptive analysis of the sample in terms of age, ranks, ...
- 4) Parts I to VII: I think that the existing literature and the comments or ideas expressed by the members of the sample should be included.
- 5) Discussion: In this part of the manuscript, you should relate the ideas expressed in the results. From this perspective, a summary table can be a clear contribution to your manuscript.
- 6) Conclusions: I think there should be more specific conclusions of the study. In this section, you should propose new ideas that may benefit the specific university context and/or how to extrapolate the model to other university contexts.