



REVIEWER'S REPORT

Manuscript No.: **IJAR-50802**

Date: 26/03/2025

Title: PATHWAYS TO POWER: HOW WOMEN LEADERS OVERCOME INSTITUTIONAL OBSTACLES IN HIGHER EDUCATION

Recommendation:

Accept after major revision ✓

Rating	Excel.	Good	Fair	Poor
Originality		✓		
Techn. Quality			✓	
Clarity			✓	
Significance		✓		

Reviewer Name: **Dr. Jude Ifeanyichukwu Nnadozie**

Date: 26/03/2025

Reviewer's Comment for Publication.

(To be published with the manuscript in the journal)

The article examines how women leaders in India navigate institutional obstacles in higher education. It explores the disparity in leadership opportunities that disadvantages women, highlighting the disconnect between their academic success and limited representation in leadership roles. The study underscores the urgent need for institutional reforms and initiatives to close the gender gap and promote inclusivity. By drawing on relevant sources, the article makes a valuable contribution to ongoing discussions on gender equality in higher education.

Detailed Reviewer's Report

Below are my comments:

1. The abstract should provide an overall synopsis of the study, briefly highlighting the study objectives, methodological orientation, theoretical framework, and a short summary of the finding from the study. But the abstract fails to capture brief highlights of the study methodology (how data for the study was gathered; sampling method etc.). The author/s should consider including the above aspects in the abstract.
2. There is no section on theoretical framework in the study. I suggest the author/s should provide a theoretical background for the study as a study of this nature should be located within the strictures of a theoretical framework.
3. The entire work lacks a section on methodology. The author/s need to provide a section that clearly and comprehensively explains the methodological orientation of the study, and how data was collected – need to clearly indicate if the study relied on secondary data and the justification for this. I suggest the author/s provide a section on the research methodology employed, and a strong motivation for methodological orientation of the study. Also, there is need to clearly highlight any methodological gap in previous studies in this area and how this study could contribute in closing such gap.

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4. The study relies mostly on sources over 5 years. This is not very satisfactory for a highly dynamic teaching and learning field with updates and a looming paradigm shift, especially in regards to the issues around gender. I suggest the author/s consider more recent/cutting-edge literature – not more than five years for more relevant insight on the topic.
5. Author/s should crosscheck style: page numbering, citation, (reference/bibliography) according to Author Guidelines for formatting, citing, and referencing provided by the journal.