

Review of: "Inspiring a Culture of Appreciation of High-Performing Faculty Members and Research Scholars"

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Potential competing interests: No potential competing interests to declare.

This manuscript reveals an important, lesser-known concern around racial and intellectual discrimination among graduate students and younger faculty by more seasoned faculty in India. The topic and methodology are elucidating. However, there are writing issues throughout that impact continuity. Please clarify some of the terms. For example, what is the difference between Indian Institutes of Technology and National Institutes of Technology? Is one privately run and the other government-run? When the author states that "Institutes are running well," what does that mean? What is the standard of measurement? There are many grammatical writing issues such as incorrect tense used, plural versus singular, incorrect terms, and beginning sentences with numbers rather than words. Perhaps the manuscript was put through a translation package; however, if so, there are many corrections/edits still needed. It would be helpful to gain more understanding of how survey tools were developed and analyzed. In addition, some of the supporting information is inconsistently presented, with some including lists and others more conventional narrative. It is recommended that the paper be revised with a more logical order of presentation and clearer methodology and findings.