

# 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.

In the abstract: I recommend to find the number of central universities since there are numbers for other institutions. There is only one objective in the research, I recommend to avoid mentioning two objectives. It is mentioned Four types of relationships between faculty and Heads, but in fact there are five. It is important to clarify why it was chosen a Likert scale of four for faculty and five for students surveys.

In 2.1: As a reference, 99papers.com is cited. I recommend to cite a more scientific source.

In 2.2 The laws of USA are described but there is not proof of usefulness of this information.

In 2.4 The title says Recognition, but I also believe the types are of Motivation also.

In 3. You need to harmonize the statement for the problem with 4. Research objectives.

In 4.1 It is mentioned a feedback of 82 faculty and 67 scholars, but in the sample you mention only 41 scholars.

In 4.4 I recommend to include table A1 since it is the main information and not an Annexure.

In annexure: the Likert options do not include a variable "Never. Some of the items might be misleading since there are questions that the answer is "never".

Same comment for table A1

It is necessary to explain why you decided to have a Classification of relationships with the Above 80% - Above 70 but below 79%... etc.,.

In 4.4 You declare some needed measures for the institutes, but it is not clear how you got to that conclusion.

In 4.4.1. The text and concepts are repeated in the Annexure. It is important to bring from annexure the main information and avoid repeating.

In Table 1. Review some measures. There are missing ones.

