

# 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.

- Lack of clarity in defining the specific objectives of the study: While the study aims to assess workplace discrimination in higher education institutes, it is not clear what specific aspects of discrimination are being targeted (e.g., gender discrimination, caste-based discrimination, discrimination based on academic background).
- Limited sample size: The sample size for both parts of the research (82 middle-level faculty members and 41 research scholars) might be insufficient to draw comprehensive conclusions about workplace discrimination in higher education institutes, especially considering the vast diversity within these institutions.
- Lack of diversity in sample selection: There's no mention of efforts to ensure diversity in the sample selection, which is crucial for capturing a range of perspectives and experiences related to workplace discrimination.
- Absence of qualitative data: While Likert scale-based questionnaires provide quantitative data, they might not capture the nuanced experiences and perceptions of discrimination. Incorporating qualitative methods such as interviews or focus groups could enrich the findings.
- Limited focus on interventions: While the study identifies issues such as the need for training supervisors/guides and establishing psychiatric support units, it lacks detailed recommendations or strategies for implementing these interventions effectively. Providing actionable suggestions for addressing workplace discrimination would enhance the practical relevance of the research.