

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.

1. In the first section (Introduction), it is necessary to reinforce the theoretical support with some quotes.
2. In paragraph 3 of the second section (Literature Survey), it is necessary to reinforce the theoretical support and add more citations.
 - 2.1 In the first paragraph of section 2.1, Impacts of workplace discrimination on organizational performance, the quote from Simpson and Nicholas Heiserman, the year needs to be added.
 - 2.2 In the first paragraph of section 2.1, it is necessary to add the year of the appointment of the Equal Employment Opportunity Commission.
 - 2.3 In this section 2.3, it is necessary to add theoretical support and add a citation.
- 4.3 In section 4.3, I consider that the information would be more complete if the age range of the participants were included.
5. I think point 5, corresponding to the discussion, is weak; it can be reinforced much more. Let us remember that in this section, we highlight the most important results found in our research and contrast them with the results obtained from the existing literature.