

# 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.

Thank you for the opportunity to review this article. Although this is a novel article for highlighting one of the causes against discrimination, I have some suggestions that might help you improve this article. There is a need for the article to be written academically (scholarly), specifically in the abstract. Many of the points need clarity for readers, like middle-level faculty members, to be particularized. There is a need to provide consolidated data on suicide cases against this discrimination in the education department, which is vague and insufficient in the article. References from Indian anti-discrimination laws should be cited to make your suggestions clearer. The social science approach should be elaborated in the methodology for better understanding of the readers. The methodology section needs improvements in terms of sample selection. The higher education policy for faculty members should be mentioned, including all policies related to promotions, training, etc. The discussion should be expanded with references to justify the authors' findings. Best of luck with your research.