

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

Andrew Fournier¹

¹ Grand Canyon University

Potential competing interests: No potential competing interests to declare.

Thank you for allowing me the opportunity to review this article. The writer mentioned the issue of suicide, and it is indeed a problem. What is particularly saddening is when promising students, who have much to offer, choose to end their lives because bad actors make a stressful environment worse.

I have a few comments on improving this article - First, it needs a moderate scrub for English grammar and style. There were quite a few run-on sentences, and the introductory paragraph needs to be broken up. In English writing, writers also do not start sentences with numerals, and writers really should not start sentences with any numbers; although a few could be forgiven. Writers also avoid any usage of the first person. If need be, writers can default to the passive voice to avoid that. There were also a couple of passages that required references. For example, in the second paragraph of part 2, when discussing structural inequalities, a reference would be required after that sentence. Also, the writer introduced the abbreviation for curriculum vitae, but never used CV again. There is no need to introduce an abbreviation if it is not to be used again.

Second, the relationship between a large part of the introduction and the rest of the paper is not clear. A summary of academic decision making since 1950 may be valuable, but the value of it to this article is not clear.

Third, typically the goal of an empirical article is to fill a gap in current knowledge based on previous research. It is apparent that this is not the goal for this article, but to provide an assessment of current practice and label possible improvements. Is that correct? If so, which academic journal would accept the article for publication? If the goal of this article is to fill a gap in research, the problem statement would need to be reworded, and the literature review would need to triangulate references to find the gap.

The discussion needs to be expanded. It is also unlikely that improvements to academic institutions, hiring and promotion practices, and the quality of academic life for students will erase all suicides.

I believe the article has promise, provided the author makes their intentions clearer.