

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 giving me the opportunity to review the manuscript.

The manuscript focuses on a very relevant topic, which is really the need of the hour. The increasing suicide rate among Indian students is truly alarming and worrying. I appreciate the author choosing the topic. Although the study is a comprehensive attempt to talk about the different types of discriminatory acts in Higher Education Institutions in India, the study needs significant improvements.

I suggest the author focus on the following areas to improve the quality of the manuscript.

1. The introduction is good but needs significant improvements. The author should focus on highlighting the increasing suicide rate and could cite some of the recent surveys on suicide in higher education institutes in India. The introduction should depict a complete picture of the nature and types of discriminatory acts in Higher Education Institutions in India so that the need for the study can be conceptualized.
2. The literature survey section can be improved by adding some recent surveys in the field.
3. The author did not mention any specific criteria for the selection of the participants. The procedure is not clear. The author did not explain clearly how the study was done. Was there any standardized procedure that followed for the recruitment of the participants or not? Have participants been informed about the study or not? Was there any ethical concern? If yes, then has it been taken into consideration or not? Do the participants receive any kind of compensation in exchange for participating in the study or not? The demographic characteristics of the participants are missing. Overall, the procedure needs significant improvement.
4. The results section is somewhat unclear and requires better organization. The supplied tables are labelled inappropriately, and there is little explanation of the findings. The manuscript needs thorough explanations of the statistical analyses and the conclusions.
5. The organization of the discussion is poor and can be improved by linking the study findings to the theoretical aspects of suicide as well.
6. The citations and references are not in APA format and need to be rearranged.

Taken together, the manuscript focuses on a relevant topic. But the coherence and flow are lacking. Throughout the manuscript, there are a number of errors in formatting and structuring. In my opinion, the weakest point of the manuscript is its language. It is advisable to use academic language and passive voice throughout the manuscript to improve comprehension, correctness, readability, and clarity.



Thank you again for the opportunity to review this manuscript.

With best regards,

Reviewer