

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

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Suicide as a result of ongoing cultural toxicity within academic institutions is a sign of severe disempowerment of employees who are working at organizations that apply aggressive/defensive or passive/defensive cultural styles [1]. Faculty and trainees who experience (a) Oppositional, (b) Power, (c) Competitive, and (d) Perfectionistic organizational culture styles (aggressive/defensive), or are subjected to (e) Approval, (f) Conventional, (g) Dependent, and Avoidance organizational styles (passive/defensive), develop coping mechanisms that adversely affect their motivation, health, and well-being [2,3]. For-profit higher education institutions are leading the way to improve distribution of influence, employee involvement, interaction facilitation, and job satisfaction by adopting the four constructive organizational cultures, namely (h) Achievement, (i) Self-Actualization, (j) Humanistic-Encouraging, and (k) Affiliative styles [1,2,3,4,5].

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