 Please forward two copies of your amended paper, plus the response to reviewers form, to me by email [editor.joll@iafor.org](mailto:editor.joll@iafor.org) by May 8, 2023. I realize that this is a quick turnaround for completing the revisions, but the publication deadline rapidly approaches. One copy of the paper should be 'tracked changes' and the other a 'clean' copy of the amended paper.

Revisions requested by Dr. Cowart include the following:

* Please omit all references to first person. The use of “we, I, our, my, us, me, my” cannot be used in this journal.
* Please carefully attend to the Authors’ guidelines and template for IAFOR publications. Without compliance to the required sections for each manuscript, the publications administrator may reject a manuscript. Please attend to the following Authors Guidelines throughout your manuscript:

·         Contributors are expected to submit the initial draft of their paper in the IAFOR Journal house style which is APA (the American Psychological Association), for details see Purdue Owl. If accepted for publication, the paper’s style will likely be slightly modified to provide consistency across papers. There may also be minor editorial edits to ensure the academic rigour of the language, grammar and spelling. British and American English are both acceptable, but spelling and punctuation conventions should be consistent with the form of English used.

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·         You begin the first two sentences of your introduction with, “This study…”. Avoid this type of repetition of terms and phrases.

·         Avoid all contractions.

·         Avoid all opinions and unsubstantiated statements.

·         Avoid all informal language.

·         Reduce the number of parentheses you use in your paper for purposes other than citing a source. Information that needs to be provided should be incorporated into the sentence, not hidden within parentheses.

·         When joining two independent clauses with a conjunction, a comma must precede the conjunction.

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