Reviewer's report

Title: Fostering Autonomous Motivation: Implications of Self-Determination Theory for Teachers and Leaders in Academic Medicine

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Reviewer: Marcus A Henning

Reviewer's report:

This is an interesting article that considers the application of self-determination theory (SDT) to the area of leadership in academic health. As an editorial, I think the article has considerable merit, as it presents a valuable perspective from academic leaders involved with one academic site and considers their view with respect to the application of SDT.

If not an editorial, I believe that the article requires some revision and needs to address certain limitations. These include: (1) there is some debate around the exclusivity and duality of intrinsic versus extrinsic rewards systems and the impact this has on motivation. Is it possible to have both working together amicably in tandem? (2) throughout the article numerous claims are being made without appropriate acknowledgement or evidence. If this is the view of the authors, then this is fine and should be acknowledged as such. However, there are instances (e.g. the autonomy section) were acknowledgments need to be correctly referenced. And (3) there are numerous motivational theories out there that SDT could be compared to. Why just SDT? For example, expectancy-value theory, achievement goal theory; multiple goal theory and so forth.

Level of interest: An article of importance in its field

Quality of written English: Needs some language corrections before being published

Statistical review: No, the manuscript does not need to be seen by a statistician.

Declaration of competing interests:

'I declare that I have no competing interests'