

January 14, 2014

Dear Editor,

Please find enclosed the edited manuscript in Word format (file name: 7450-Review.doc).

Title: Assimilation approach to measuring organizational change from pre- to post-intervention

Author: Scott C. Moore, Katerine Osatuke, Steven R Howe

Name of Journal: *World Journal of Psychiatry*

ESPS Manuscript NO: 7450

The manuscript has been improved according to the suggestions:

1 As suggested by the Editor, the format of the references has been updated consistently with the examples provided in the Format for original articles.doc

2 As instructed by the Editor, we have provided the full printed reference for those sources which were not indexed in PubMed. We wrote the corresponding number from our reference list on top of each of these pages, combined them in a single document, scanned it, and uploaded as a pdf file under the section for Image files.

3 Correcting the format of the references resulted in reducing the length of the manuscript, which was consistent with the only suggestion for improvement that we received from the reviewers (specifically, from the reviewer whose recommendations were submitted on 2013-11-25).

4 A clarification of the authors' specific contributions was added at the beginning of the manuscript

5 The Comments section was added at the end of the manuscript

6 The typesetting was corrected consistently with the instructions in the Format for original articles.doc

Please feel free to let us know if anything else would be helpful at this time.

Thank you again for publishing our manuscript in the *World Journal of Psychiatry*.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'K. Osatuke', written in a cursive style.

Katerine Osatuke, PhD

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