Author's response to reviews

Title: Predictors of Early Faculty Attrition at One Academic Medical Center

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Manuscript Title: Predictors of early faculty attrition at one academic medical center

Adrian Aldcroft

Executive Editor, BMC Medical Education

Dear Dr. Aldcroft:

We appreciate the comments and reviews by you and the other BMC Medical Education reviewers. Most of the reviewer’s comments and suggestions have been incorporated into the revised manuscript and are specifically addressed below. Enclosed is the revised manuscript entitled “Predictors of Early Faculty Attrition at One Academic Medical Center”.

Executive Editor’s Comment: The discussion section has been reorganized. The main findings are now at the beginning and policy implications at the end.

Reviewer Report #1:

General Comments:

1. Inclusion of all survey questions would likely make the document prohibitively long.
2. There were no surprises in terms of factors NOT associated with early attrition. I have not added an additional table.

Major Compulsory Revisions:

1. The data on % of respondents who had resigned (36%) has been corrected in the discussion section.

Discretionary Revisions:

1. The beginning of the discussion has been modified.
2. A multiple select option was used for the question “What primary professional or personal consideration impacted your decision to leave the University of Colorado School of Medicine.

3. The 3rd sentence in the Methods/Data Analysis section has been revised to: We utilized the UCSOM electronic faculty database to identify a cohort of faculty at all faculty ranks with terminal degrees (MD, DO, PhD or combinations of these). These faculty members were hired during a single academic year (2005-2006).

4. The discussion section has been revised.

Minor Essential Revisions:

1. 1st line of Methods: An “a” has been inserted prior to public.
2. 1st line of page 15: “Losses” has been inserted.
3. Spacing of Rank in Table 1 has been revised.

Reviewer Report #2

Discussion has been rewritten to reflect the reviewer’s comments about providing constructive recommendations at the organizational level.

Best regards,

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