Reviewer’s report

Title: Organizational Role Stress among Medical School Faculty Members in Iran: Dealing with Role Conflict

Version: 2  Date: 6 December 2006

Reviewer: Mark Linzer

Reviewer’s report:

General
A fine report on an important topic. Response rate is good and methods are appropriate.

-------------------------------------------------------------------------------------------------------------------------

Major Compulsory Revisions (that the author must respond to before a decision on publication can be reached.

1. Gender assessment is a bit modest. There were relatively few women. Might the absence of a gender effect be a type II error? the regressions seem to suggest a gender effect for some outcome variables.

2. The regressions in table 4 do not specify any significance for any of the betas. And I could not locate the percent of variance explained by each model. Perhaps the table could provide additional footnoting?

3. The discussion is rather long and the conclusions restate much of the discussion. I would trim the discussion by half and omit the conclusions or shorten to one paragraph of a few sentences only. I might target the discussion for the implications of the findings and how administrative teams might try to address role difficulties in their medical schools to improve stress and minimize burnout and intent to leave. These are important outcomes and thus I believe your work will be of interest to them if you are able to point the discussion in a practical direction.

-------------------------------------------------------------------------------------------------------------------------

Minor Essential Revisions (such as missing labels on figures, or the wrong use of a term, which the author can be trusted to correct)

I often use p <.001 instead of p = .000.

-------------------------------------------------------------------------------------------------------------------------

Discretionary Revisions (which the author can choose to ignore)

What next?: Accept after minor essential revisions

Level of interest: An article of importance in its field

Quality of written English: Acceptable

Statistical review: No

Declaration of competing interests:
I declare that I have no competing interests