Author's response to reviews

Title: Turn-over rate of academic faculty at the College of Health Sciences, Addis Ababa University: A twenty years analysis (1991-2011).

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Author's response to reviews: see over
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Dear Editors,

Thank you for reviewing our manuscript and considering it for publication in BMC HRH. We would like to also thank the referees for giving time and reviewing our manuscript. We revised our manuscript based on the discretionary revision forwarded from the reviewers.

Please find attached discretionary revisions to each reviewer’s comments. Our response is written in italic and blue colour.

Kindest regard

Alemayehu Hailu
On behalf of the team
Responding to the reviewers' concerns

Reviewer 1

Discretionary Revisions:
The authors use the term "terminated" contracts for faculty who left the university. This term might imply that the employment was ended by the institution, as opposed to the faculty member resigning voluntarily. If the authors do not know the reasons the faculty left it might be better to avoid the word "terminated" and just refer to faculty leaving.

Response: We agree with the reviewers that the word "terminated" may not be applicable since we didn’t try to refer to the exact reason why they leave. In our revised version, we use the term ‘leaving’.

Reviewer 2
No comment

Reviewer 3
No comment

Reviewer 4
The authors have improved the article which is now better structured and with good reading flow. I would like to thank and at the same time congratulate for all improvements made. Overall, the comments and suggestions made by me were somehow attended and thus the only additional comment I have is regarding the references that seem to me requiring revision (some are incomplete, with page numbers missing, doi missing or editor/publisher details missing in case of the report). Thus would suggest a careful revision of the references.

Response: We did appropriate revision in the reference section (references # 3, #4, and #9).