Reviewer's report

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

Version: 1 Date: 21 March 2013

Reviewer: Andrew Ries

Reviewer's report:

The manuscript provides a descriptive summary, based on retrospective analysis of employee records, of turnover of academic staff at Addis Ababa University from Sept 1991 to Aug 2011. Over this time period there was an overall 92.8% turnover.

Major Revisions

1. The authors should clarify and describe more clearly that this is an analysis of faculty employee records (versus other academics or staff) - if that is the case. It might also help to indicate who was included as faculty, e.g., only those salaried with Assistant, Associate, or Full Professor titles. There is inconsistency in the manuscript with the use of the words "employees", "academics", and "faculty."

2. The calculation of crude turn-over ration is defined as the number of those leaving/number employed. It would help to provide information about any changes or trends in the size of the total during this time period. A 93% turnover suggests that the overall faculty size was pretty stable (i.e., same number hired as those leaving). However, a high turnover ratio could be due to many leaving (numerator) or fewer being hired (denominator).

3. The authors classify all those who left as "leaving" without any information about why they left. If the data are available it might help to provide information and data about the reasons people left, i.e., retired, resigned, were fired.

4. (Bottom Page 8): The authors state that the turn-over rate for the last five years was two times higher than the preceding five years. This temporal suggests some significant differences in the employment conditions during those time periods. Are there ideas about what might have accounted for these temporal changes.

Minor Revisions

1. The manuscript would benefit from some minor editing for English grammar.

Discretionary Revisions

Level of interest: An article of limited interest
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