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:** 1 May 2013

**Reviewer:** Mohsin Sidat

**Reviewer's report:**

Dear Authors,

Want to congratulate for interesting paper reporting about also very important question about which there is scarcity of evidence. However, the paper presents some significant methodological problems which makes it inappropriate for publication (as it is!).

Bellow, some of the problems are listed that I was able to identify and hope it helps the authors to improve their paper and eventually re-submit to our Journal.

**Background Section:**

Relatively well written with small issues to address:

In page 4 (Background Section), would suggest use of “better conditions” instead of “greener pastures”.

In page 5 (Background Section), would suggest following changes “…given to investigate and understand the causes…”; “Academic faculty turn-over is driven by certain identifiable characteristics such as type of workers, tasks, firms, and markets.”; “The current analysis is aimed at investigating the magnitude of turn-over of the…”

**Methods Section:**

Although the authors refer to obtaining authorization from officials of the Medical School, they do not say anything about ethical submission and approval of the study from an IRB. Some countries require that even secondary data use studies are cleared by IRB. Perhaps should be stated that IRB is not required for secondary data for Ethiopia or if required then needs to be clarified if obtained or not.

**Results Section**

When presenting data of dichotomic variables such as gender, authors should only mention one of the two options (thus would be enough to say that there were 85.4% male and omit the % of female for logical inference reasons).

**Methods, Results, Discussion and Conclusion Sections:**

Very well described and scientifically acceptable. However, when reading the first paragraph on the Results Section clearly one can notice one problem when
authors mention that “Out of a total of 253 academic faculty members…”. This raises many questions, such as: 253 are academics in year 2001? Which denominator was used to measure crude turn-over rate? Was different for each period of 5 years? How socio-demographics varied for each period of 5 years? And many more questions could be asked and which leads to conclude that the study seems to have a methodological problem due to major bias in data selection and analysis requiring major revision of data collection and analysis. Summarizing socio-demographic data as a snapshot of one year and trying to imply it as reflection of 20 years of reality of academic staff is not appropriate and would require major revision. The authors perhaps would like to analyze crude turn-over rate for each five year period as well as the demographics of the academics in the same period.

Other major weakness in results is not showing/presenting the reasoning of academics that leave the School and because of this lack in information there are major limitations in explaining the relatively high turn-over rate among academic staff with higher qualifications and even leading authors to explain/conclude that retention of “…high caliber academic staff was a serious challenge to the college of Health sciences at Addis Ababa University due to different reasons.” Which seems inappropriate based on data they presented in the paper.

Finally, once the paper is reviewed by the authors, would suggest also review of the abstract with particular focus on Methods, Results and Conclusions Section.

Regards
Mohsin Sidat

Level of interest: An article of importance in its field

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'