Author's response to reviews

Title: Increasing Human Capacity for HIV/AIDS Programs by Strengthening Public Health Leadership Training in Zimbabwe

Authors:

Donna S Jones (doj3@cdc.gov)
Mufuta Tshimanga (tshimang@ecoweb.co.zw)
Godfrey Woelk (gwoelk@rti.org)
Peter Nsubuga (pcn0@cdc.gov)
Nadine L Sunderland (nis9@cdc.gov)
Shannon L Hader (Shannon.hader@dc.gov)
Michael E St. Louis (mes2@cdc.gov)

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Editors, Human Resources for Health

Dear Editors,

We would like to thank you for your consideration of our paper "Increasing Human Capacity for HIV/AIDS Programs by Strengthening Public Health Leadership Training in Zimbabwe" for inclusion in your journal. We have reviewed and responded to all of the Reviewers recommendations as outlined below, and are grateful for the opportunity to improve the manuscript through the peer review and editorial process. We are resubmitting the paper and hope it now meets your requirements for publication.

Reviewer OA:

2) Composite Table – this was prepared and is now included as Table 1 in the manuscript. The information now in the table is available in the text, but we are happy to present it this way if the Editors concur the most clear way to present as suggested by the reviewer.

2b) We are unable to determine precise incremental costs as we do not have access to the baseline staff costs at that time combined with the extraordinary hyperinflation and extreme fluctuations in exchange rates and monetary values. Nonetheless, we have tried our best in the manuscript to estimate the significance of this small amount of resources given to the faculty and discussed its possible impact and sustainability as requested. (See pages 8 and 16.)

2c) The Reviewer asked about other countries with similar programs and issues, so we have expanded the discussion on page 16 and added reference to reports
of similar programs.

3a) On page 5, we have included explanations why we judged the program to be well respected in the country.

3b) Additional discussion of ancillary factors is now included on page 16.

3c) The statement was revised as recommended by the Reviewer.

Reviewer MO was very kind in assessing the paper, and did not recommend revisions other than to improved readability by relisting the full text of the goals when reporting the results, rather than just referring to the goals as Goal 1, Goal 2, etc. We have done this.

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We are very grateful for the thorough review. I will be willing to answer any questions pertaining to this article. Easiest communication is by e-mail at doj3@cdc.gov. My telephone number is 404-639-4395 and fax is 404-639-7490. We are delighted to support the HRH Journal, and look forward to your decision on the final acceptability of our manuscript for publication. Thank you very much.

Yours sincerely,

Donna S. Jones, MD, MPH
Coordinating Office for Global Health
Centers for Disease Control and Prevention
1600 Clifton Road, N. E.
Building 21, 9th Floor
Atlanta, GA 30333