

University of Michigan  
**Comparison of Reduction-in-Force Staff to Overall Staff Profile**  
*Note: RIF population is for calendar years 2002-2006, Staff Profile is Fall 2006*  
*Only Job Families with RIF activity are included.*

Job Family	Fall 2006 Staff Profile						2002-2006 Reduced in Force Staff Profile							
	Total	% Women	% Men	% Minor-ity	Avg. Age	Avg. Yrs Service	Number Laid Off	Reinstated	Unplaced during Recall Period	Women	Men	Minority	Avg. Age	Avg. Yrs Service
Academic & Student Services	764	76%	24%	27%	42	10	2	0%	100%	100%	0%	50%	38	4
Academic/Administrative Ungr	126	35%	65%	18%	56	16	2	50%	50%	100%	0%	0%	51	6
Administration	3908	89%	11%	16%	45	11	47	34%	33%	85%	15%	21%	48	9
Allied Health P&A Exempt							12	25%	75%	92%	8%	0%	43	5
Allied Health P&A Non-Exempt							1	100%	0%	100%	0%	0%	30	6
Allied Health Technical							3	33%	67%	100%	0%	33%	40	2
Communications & Marketing	495	65%	35%	10%	43	8	10	30%	70%	40%	60%	0%	50	3
Engineering & Architecture	350	21%	79%	9%	47	11	0							
Environmental Safety & Security	138	29%	71%	17%	45	13	1	100%	0%	0%	100%	0%	46	11
Finance	1370	83%	17%	14%	44	11	6	83%	17%	67%	33%	17%	46	11
Healthcare Admin & Support	2558	88%	12%	19%	43	10	4	75%	25%	100%	0%	25%	38	3
Hospitality	199	70%	30%	14%	44	10	1	100%	0%	100%	0%	0%	47	15
Human Resources	1016	40%	60%	28%	31	2	1	100%	0%	0%	100%	0%	52	14
Information Technology	374	82%	18%	18%	44	12	32	59%	41%	38%	63%	16%	49	10
Institutional Advancement	1983	39%	61%	20%	42	10	6	33%	67%	100%	0%	17%	52	8
Instructional Services	240	73%	28%	7%	45	7	1	100%	0%	100%	0%	0%	37	7
Libraries & Museums	315	68%	32%	17%	45	12	1	100%	0%	0%	100%	100%	30	8
Nurses	3507	90%	10%	12%	42	10	6	17%	83%	100%	0%	0%	44	5
Office							77	44%	56%	90%	10%	18%	46	7
Patient Care Services	3468	80%	20%	16%	41	8	4	75%	25%	100%	0%	50%	47	5
Professional/Administrative							412	37%	63%	67%	33%	24%	43	6
Purchasing	179	54%	46%	13%	46	14	2	100%	0%	0%	100%	0%	45	13
Research	2113	69%	31%	29%	40	7	79	67%	33%	63%	37%	27%	43	6
Service/Maintenance	2241	46%	54%	46%	43	12	6	100%	0%	50%	50%	17%	52	20
Technical							12	58%	42%	25%	75%	17%	42	6

Source: HEPROD HRD2 Data Warehouse  
Prepared by: HRRIS/tjp