

University of Michigan  
Summary of Career Families–Staff Retention and Movement In  
2005-2006

Movement In												
Career/Job Family	Staff Headcount November, 2005	Overall Staff Retention in Career Family 2005-06		New Hires from Outside UM		Transfer from other Career Family at UM		Total New Hires & Transfers into Career Family		Staff Headcount Comparison Nov. 2005 to Nov. 2006		
		Still at UM same career	% of Fall 2006 Staff in same career	Number New Hires	% New Hires	Number Transfer in	% Transfer In	Total New Staff in Career	% New Hires/ Transfers	Staff Headcount November, 2006	Staff Headcount Change 2005 to 2006	% Change 2005 to 2006
Academic & Student Services	728	618	85%	93	12%	53	7%	146	19%	764	36	5%
Administration	3968	3335	84%	391	10%	182	5%	573	15%	3908	-60	-2%
Athletics	80	67	84%	10	13%	1	1%	11	14%	78	-2	-3%
Communications & Marketing	502	417	83%	60	12%	18	4%	78	16%	495	-7	-1%
Engineering & Architecture	268	254	95%	32	9%	64	18%	96	27%	350	82	31%
Environmental Safety & Security	138	126	91%	9	7%	3	2%	12	9%	138	0	0%
Facilities Operations	359	309	86%	23	6%	24	7%	47	13%	356	-3	-1%
Finance	1348	1208	90%	86	6%	76	6%	162	12%	1370	22	2%
Health Plan	83	72	87%	6	7%	11	12%	17	19%	89	6	7%
Healthcare Admin & Support	2430	2114	87%	289	11%	155	6%	444	17%	2558	128	5%
Hospitality	190	164	86%	24	12%	11	6%	35	18%	199	9	5%
Human Resources	368	309	84%	24	6%	41	11%	65	17%	374	6	2%
Information Technology	1958	1771	90%	165	8%	47	2%	212	11%	1983	25	1%
Institutional Advancement	230	199	87%	30	13%	11	5%	41	17%	240	10	4%
Instructional Services	201	180	90%	29	13%	14	6%	43	19%	223	22	11%
Legal & Government Relations	56	51	91%	9	14%	5	8%	14	22%	65	9	16%
Libraries & Museums	323	280	87%	30	10%	5	2%	35	11%	315	-8	-2%
Nurses	3220	2941	91%	507	14%	59	2%	566	16%	3507	287	9%
Operating Engineers	69	66	96%	0	0%	0	0%	0	0%	66	-3	-4%
Patient Care Services	3272	2885	88%	527	15%	56	2%	583	17%	3468	196	6%
POAM	165	158	96%	19	11%	1	1%	20	11%	178	13	8%
Purchasing	171	147	86%	8	4%	24	13%	32	18%	179	8	5%
Research	2123	1670	79%	385	18%	58	3%	443	21%	2113	-10	0%
Service/Maintenance	2217	2022	91%	208	9%	11	0%	219	10%	2241	24	1%
The Arts	57	53	93%	8	13%	1	2%	9	15%	62	5	9%
Trades	482	464	96%	25	5%	14	3%	39	8%	503	21	4%
Overall	25006	21880	87%	2997	12%	945	4%	3942	15%	25822	816	3%

NOTE: Given the nature of the appointments, House Officers and Academic Administrative Ungraded Job Families are not included in this exhibit.