

Western Michigan University
SCS Reduction In Force Profile 2020

Total Employee Count		SCS Employees		RIF Distribution		SCS Distribution		
		1270		199				

Gender	SCS Employees		RIF Distribution		Before RIF	After RIF	Difference
Female	806	63%	120	60%	63.46%	64.05%	0.59%
Male	464	37%	79	40%	36.54%	35.95%	-0.59%
TOTAL	1270		199				

Ethnic Group	SCS Employees		RIF Distribution		Before RIF	After RIF	Difference
American Indian/Alaska Native	3	0%	1	1%	0.24%	0.19%	-0.05%
Asian	28	2%	4	2%	2.20%	2.24%	0.04%
Black/African American	109	9%	22	11%	8.58%	8.12%	-0.46%
Hispanic/Latino/Latina	49	4%	8	4%	3.86%	3.83%	-0.03%
Two or more races	21	2%	4	2%	1.65%	1.59%	-0.07%
White	1021	80%	155	77%	80.39%	80.86%	0.47%
No Record	12	1%	1	1%	0.94%	1.03%	0.08%
Not Specified	27	2%	4	2%	2.13%	2.15%	0.02%
TOTAL	1270		199				

Protected Vet	SCS Employees		RIF Distribution		Before RIF	After RIF	Difference
Disclosed Yes	11	1%	2	1%	0.87%	0.84%	-0.03%
Disclosed No	89	7%	12	6%	7.01%	7.19%	0.18%
Not Disclosed	1170	92%	185	93%	92.13%	91.97%	-0.16%
TOTAL	1270		199				

Disabled	SCS Employees		RIF Distribution		Before RIF	After RIF	Difference
Disclosed Yes	50	4%	6	3%	3.94%	4.11%	0.17%
Disclosed No	1035	81%	157	79%	81.50%	81.98%	0.48%
Not Disclosed	185	15%	36	18%	14.57%	13.91%	-0.65%
TOTAL	1270		199				

Disabled Vet	SCS Employees		RIF Distribution		Before RIF	After RIF	Difference
Disclosed Yes	4	0%	0	0%	0.31%	0.37%	0.06%
Disclosed No	1081	85%	163	82%	85.12%	85.71%	0.60%
Not Disclosed	185	15%	36	18%	14.57%	13.91%	-0.65%
TOTAL	1270		199				

Age	SCS Employees	RIF Distribution
Average Age	45	45
Youngest Age	20	23
Oldest Age	78	71

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Seniority Years:	SCS Employees		RIF Distribution		Before RIF	After RIF	Difference
0 to 5 Years	531	42%	90	45%	41.81%	41.18%	-0.63%
6 to 10 Years	211	17%	25	13%	16.61%	17.37%	0.75%
11 to 15 Years	164	13%	23	11%	12.91%	13.17%	0.25%
16 to 20 Years	105	8%	25	13%	8.27%	7.47%	-0.80%
21 to 25 Years	114	9%	17	8%	8.98%	9.06%	0.08%
26 to 30 Years	49	4%	6	3%	3.86%	4.01%	0.16%
31 to 35 Years	51	4%	8	4%	4.02%	4.01%	0.00%
36 to 40 Years	32	2%	4	2%	1.52%	2.61%	1.09%
41 or More Years	13	1%	1	1%	1.02%	1.12%	0.10%
TOTAL	1270		199				

Age	SCS Employees	RIF Distribution
Average Age	45	45
Youngest Age	20	23
Oldest Age	78	71