

Total Non-Student Employees by Job Classification (CTO Code)
General Campus
Fall Quarter Headcount

					Fall									
					2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Academic	UC Paid	FACULTY-LADDER RANKS	010	PROFESSORIAL-TENURE	834	831	863	874	888	899	923	965	981	1,009
			011	PROFESSORIAL-NON TENURE	226	196	187	184	182	188	187	198	187	214
			012	PROFESSORIAL-RECALL	50	50	55	50	48	66	65	67	67	71
			Total		1,110	1,077	1,105	1,108	1,118	1,153	1,175	1,230	1,235	1,294
		FACULTY-ACTING RANKS	114	ACTING PROFESSOR-SENATE	4	7	8	5	6	6	7	6	5	5
			124	ACTING PROFESSOR-NON SENATE	2	1		1	1	5	2			
			Total		6	8	8	6	7	11	9	6	5	5
		FACULTY-LECTURERS	210	LECTURER-SECURITY OF EMPLOYMENT	24	25	30	30	32	37	41	45	49	57
			211	LECTURER-POTENTIAL SECURITY OF EMPLOYMENT - 100% - SENATE	7	6	10	22	24	24	28	30	34	33
			212	LECTURER-SECURITY OF EMPLOYMENT-RECALL	4	3	3	5	4	1				
			225	LECTURER	252	255	258	241	291	305	330	345	365	373
			Total		287	289	301	298	351	367	399	420	448	463
		OTHER FACULTY	311	PROFESSOR IN RESIDENCE	40	41	38	45	37	31	37	38	43	36
			317	PROFESSOR OF CLINICAL	55	58	56	57	53	57	56	56	55	60
			323	VISITING PROFESSOR	22	19	15	14	21	26	32	20	18	28
			335	ADJUNCT PROFESSOR	38	37	34	33	36	33	31	39	35	33
			341	CLINICAL PROFESSOR	346	360	371	360	374	398	418	441	438	465
			357	INSTRUCTIONAL ASSISTANT		10	7	6	3	4	5	3	8	23
			Total		501	525	521	515	524	549	579	597	597	645
		LIBRARIANS	621	LIBRARIAN	43	41	36	38	39	40	41	40	42	41
			627	ASSOCIATE AND ASSISTANT UNIVERSITY LIBRARIAN	6	6	4	4	5	5	4	4	5	5
			Total		49	47	40	42	44	45	45	44	47	46
		RESEARCH	541	PROFESSIONAL RESEARCH-REGULAR	45	42	33	42	39	40	36	33	40	38
			542	PROFESSIONAL RESEARCH-RECALL	2	5	4	2	3	2				
			543	PROFESSIONAL RESEARCH-VISITING	15	10	9	7	7	9	14	16	13	10
			551	SPECIALIST	267	286	294	315	328	357	332	332	324	324
			575	POSTDOCTORAL SCHOLAR	317	371	349	355	323	274	291	335	346	341
			581	PROJECT SERIES	194	204	190	184	182	169	185	178	174	190
			583	PROJECT SERIES-VISITING	5	5	2	3	1	1	2	3	1	1
			Total		845	923	881	908	883	852	860	897	898	904
		UNIVERSITY EXTENSION	828	UNIVERSITY EXTENSION OTHER	599	569	580	522	513	547	486	497	444	413
			Total		599	569	580	522	513	547	486	497	444	413
		ACADEMIC ADMINISTRATIVE OFFICERS	S21	DEAN	4	16	14	13	12	10	10	12	13	12
			S24	ACTING DEAN AND ACTING PROVOST	3	1		1	1	2	1		1	
			S27	PROVOST					1	5	6	6	5	4
			S31	DIRECTOR	2	2	2	2	2	1	1	1	1	1
			S46	ACADEMIC COORDINATOR	23	21	25	25	34	34	35	39	39	28
			S56	ACADEMIC ADMINISTRATOR						1	1	1	3	2
			S61	DEPARTMENT CHAIRPERSON			1							
			Total		32	40	42	41	50	53	54	59	62	47
		OTHER ACADEMIC PERSONNEL	927	MISCELLANEOUS TITLES-SERIES	2	1	1				2	2		
			928	MISCELLANEOUS TITLES-SINGLE TITLES	13	27	31	33	34	39	33	36	43	57
			Total		15	28	32	33	34	39	35	38	43	57

Counting rules, definitions, and notes for this report are posted at <http://www.oir.uci.edu/files/empl/employee-notes.pdf>.

Total Non-Student Employees by Job Classification (CTO Code)
General Campus
Fall Quarter Headcount

					Fall												
					2009	2010	2011	2012	2013	2014	2015	2016	2017	2018			
Academic	UC Paid	Total			3,444	3,506	3,510	3,473	3,524	3,616	3,642	3,788	3,779	3,874			
			FACULTY-LADDER RANKS	010	PROFESSORIAL-TENURE	1			1				1	1			
				012	PROFESSORIAL-RECALL	4	1	1	1	3	4	3	3	3	5	4	
				Total		5	1	1	2	3	4	4	4	4	5	4	
			FACULTY-LECTURERS	225	LECTURER											1	
				Total												1	
			OTHER FACULTY	311	PROFESSOR IN RESIDENCE	4	6	4	3	3	5	5	4	5	5	5	6
				317	PROFESSOR OF CLINICAL		1		1	1	2	2	2	2	2	1	
				323	VISITING PROFESSOR	2	3	3	3	5	6	5	4	4	15	19	
				335	ADJUNCT PROFESSOR	17	17	13	12	16	13	19	17	20	15	15	
				341	CLINICAL PROFESSOR	68	116	177	199	160	171	155	161	162	161	161	
				346	CLINICAL PROFESSOR-VOLUNTEER	703	775	771	764	683	655	632	563	660	722	722	
				Total		794	918	968	982	868	852	817	752	864	924		
			LIBRARIANS	621	LIBRARIAN										1		
				Total											1		
			RESEARCH	541	PROFESSIONAL RESEARCH-REGULAR	10	11	13	16	12	15	16	15	21	10		
				542	PROFESSIONAL RESEARCH-RECALL	3	3	3	3	3	1	2	1	1	1		
				543	PROFESSIONAL RESEARCH-VISITING	74	74	61	81	94	109	129	126	115	114		
				551	SPECIALIST	147	175	210	268	275	323	333	324	331	363		
				566	OTHER RESEARCH	33	31	30	31	38	48	40	45	41	41		
				575	POSTDOCTORAL SCHOLAR	32	4	1	1		2	1		1	3		
				581	PROJECT SERIES	25	31	42	51	48	51	52	54	58	48		
				583	PROJECT SERIES-VISITING	9	5	8	9	11	12	12	13	7	14		
			Total		333	334	368	460	481	561	585	578	575	594			
			ACADEMIC ADMINISTRATIVE OFFICERS	S46	ACADEMIC COORDINATOR	1	1	1	1	1		1	1				
				Total		1	1	1	1	1		1	1				
			OTHER ACADEMIC PERSONNEL	928	MISCELLANEOUS TITLES-SINGLE TITLES	17	23	21	22	25	31	34	31	27	33		
Total		17		23	21	22	25	31	34	31	27	33					
Total			1,150	1,277	1,359	1,467	1,378	1,448	1,441	1,367	1,472	1,555					
Total					4,594	4,783	4,869	4,940	4,902	5,064	5,083	5,155	5,251	5,429			
Staff	UC Paid	ARCHITECTURE, ENGINEERING AND ALLIED SERVICES	E10	ARCHITECTURE AND PLANNING	16	14	13	12	16	16	16	23	21	64			
			E15	DRAFTING						1	1		1				
			E20	ENGINEERING	82	80	75	72	74	59	65	64	65	38			
			Total		98	94	88	84	90	76	82	87	87	102			
		CLERICAL AND ALLIED SERVICES	B15	CLERICAL/ADMINISTRATIVE, SPECIAL AND MAIL SERVICES	921	840	749	693	687	686	705	682	651	636			
			B20	KEY ENTRY OPERATIONS	7	8	9	8	9	8	5	4	3				
			B30	STOREKEEPING	15	16	16	9	9	14	10	3	3	3			
			Total		943	864	774	710	705	708	720	689	657	639			
		COMMUNICATION, ARTS AND GRAPHICS	D10	COMMUNICATION	45	46	55	44	44	41	50	52	55	61			
			D15	ART AND GRAPHICS - PHOTOGRAPHY	16	16	15	14	11	15	13	15	21	34			
			D25	ART AND GRAPHICS - THEATER	30	30	31	38	42	32	33	43	45	5			
			Total		91	92	101	96	97	88	96	110	121	100			
		FISCAL, MANAGEMENT AND OPERATIONAL SERVICES	F10	COMPUTER OPERATIONS	34	26	23	23	19	19	18	16	13	494			

Counting rules, definitions, and notes for this report are posted at <http://www.oir.uci.edu/files/empl/employee-notes.pdf>.

Total Non-Student Employees by Job Classification (CTO Code)
General Campus
Fall Quarter Headcount

Staff	UC Paid				Fall										
					2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	
		FISCAL, MANAGEMENT AND STAFF SERVICES	F15	COMPUTER PROGRAMMING AND ANALYSIS	380	365	369	380	401	381	433	440	469		
			F20	ADMINISTRATIVE, BUDGET AND PERSONNEL ANALYSIS	919	911	958	971	1,001	1,209	1,286	1,332	1,388	1,324	
			F25	LEGAL SERVICES										11	
			F30	MANAGEMENT SERVICES	113	116	113	111	118	122	128	127	130	128	
			F35	FISCAL SERVICES	120	130	134	142	154	27	29	25	27	25	
			F40	EMPLOYMENT SERVICES										117	
			F45	MATERIEL MANAGEMENT	6	6	7	7	7	7	7	6	5	5	
			Total		1,572	1,554	1,604	1,634	1,700	1,765	1,901	1,946	2,032	2,104	
			FOOD AND LINEN SERVICES	C10	FOOD SERVICE MANAGEMENT-DIETITIANS	8	8	7	7	6	6	6	7	6	7
				C15	FOOD PREPARATION AND DISTRIBUTION - COOKS & BAKERS	55	56	60	62	61	56	57	66	66	133
				C20	FOOD PREPARATION AND DISTRIBUTION - SUPERVISORS & WORKE..	108	97	86	82	79	75	73	77	71	
				Total		171	161	153	151	146	137	136	150	143	140
			HEALTH CARE AND ALLIED SERVICES	H10	HOSPITAL ATTENDANTS - ASSISTANTS AND ESCORTS	6	8	9	11	8	12	13	20	25	65
				H15	HOSPITAL ATTENDANTS - VOCATIONAL NURSES	5	6	6	7	4	6	5	8	8	11
				H20	TECHNOLOGISTS - CLINICAL LABORATORY	11	13	11	10	9	9	8	8	16	53
				H25	TECHNOLOGISTS - RADIOLOGIC, RESPIRATORY AND ALLIED	14	10	9	9	12	13	13	14	16	
				H30	TECHNOLOGISTS - ECG, EEG AND ALLIED		1	1	1	1	2	5	5	5	
				H35	NURSING SERVICES	86	80	93	85	82	78	101	116	117	147
				H40	PHYSICIANS AND DENTISTS	58	61	60	62	82	90	106	131	137	150
				H45	MEDICAL AUXILIARY SERVICES - MISCELLANEOUS	91	83	86	84	84	111	119	128	130	62
				H50	PHARMACISTS	3	3	3	4	4	6	6	5	5	6
				H60	MEDICAL RECORD ADMINISTRATORS AND TECHNICIANS	1	1	1	2	2					
				H65	SOCIAL SERVICES - CLINICAL	7	10	11	9	9	12	11	15	16	81
				H70	SOCIAL SERVICES - COMMUNITY	94	93	117	124	121	91	94	104	104	
				H75	PSYCHOLOGISTS	5	5	5	4	4	4	5	8	6	
				H80	THERAPEUTIC SERVICES	15	14	12	13	14	12	10	9	11	13
				H85	OPTOMETRISTS										3
			Total		396	388	424	425	436	446	496	571	596	591	
			MAINTENANCE, FABRICATION AND OPERATIONS	G15	PHYSICAL PLANT SERVICES - AGRICULTURE AND GROUNDS	54	52	52	52	51	57	59	57	54	268
				G20	PHYSICAL PLANT SERVICES - OPERATIONS	12	12	13	13	13	14	13	13	12	
				G23	PHYSICAL PLANT SERVICES - MAINTENANCE	1	1	1	1	1	1	1			
				G25	PHYSICAL PLANT SERVICES - MAINTENANCE	183	188	183	186	186	189	199	204	206	
				G35	CUSTODIAL SERVICES	80	94	94	202	222	213	214	238	249	260
				G40	TECHNICAL AND OPERATIONS SERVICES	19	21	20	20	20	21	23	22	20	
				G55	AUTOMOTIVE AND AIRCRAFT EQUIPMENT - MAINTENANCE	8	8	8	8	8	8	8	8	7	11
				G65	AUTOMOTIVE EQUIPMENT - OPERATION	4	4	4	4	4	4	6	4	4	
				G75	REPROGRAPHIC AND BOOKBINDING SERVICES			1							
				Total		361	380	376	486	505	507	523	546	552	539
			MANAGEMENT	M05	EXECUTIVE PROGRAM	17	9	10	10	10	9	9	9	9	8
				M10	MANAGERS	334	329	341	356	383	435	459	482	504	490
				M20	COACHES & RELATED PROFESSIONALS	3	3	3	5	4	51	53	53	57	46
				Total		354	341	354	371	397	495	521	544	570	544
			OTHER	Z25	UNCLASSIFIED	26	26	19	16	11	11	13	2	1	3

Counting rules, definitions, and notes for this report are posted at <http://www.oir.uci.edu/files/empl/employee-notes.pdf>.

**Total Non-Student Employees by Job Classification (CTO Code)
General Campus
Fall Quarter Headcount**

				Fall											
				2009	2010	2011	2012	2013	2014	2015	2016	2017	2018		
Staff	UC Paid	OTHER	Total	26	26	19	16	11	11	13	2	1	3		
		PROTECTIVE SERVICES	J10	POLICE AND FIRE SERVICES	28	29	30	29	31	28	35	40	38	38	
			J15	PARKING AND GUARD SERVICES	14	14	16	15	14	14	22	12	11	38	
			Total		42	43	46	44	45	42	57	52	49	76	
		SCIENCES, LABORATORY AND ALLIED SERVICES	I10	ANIMAL CARE SERVICES - TECHNICIANS	31	26	26	28	27	27	27	27	27	27	33
			I20	LABORATORY AND ALLIED SERVICES	120	119	112	92	84	91	78	94	103	390	
			I25	SCIENCES	267	241	208	185	167	173	168	153	175	11	
			Total		418	386	346	305	278	291	273	274	305	434	
		STUDENT SERVICES	A10	RECREATIONAL SERVICES	226	204	236	241	241	209	215	190	194	227	
			A15	SCHOOL RELATIONS SERVICES					6	6	6	5	9	133	
	A20		RESIDENTIAL SERVICES	41	47	35	32	43	29	34	34	28			
	A30		ADVISING SERVICES	244	262	276	293	336	309	401	332	411	356		
	A35		COUNSELING SERVICES	48	46	36	46	40	42	48	42	41	46		
	Total			559	559	583	612	666	595	704	603	683	762		
	Total		5,031	4,888	4,868	4,934	5,076	5,161	5,522	5,574	5,796	6,034			
	Without UC Salary	CLERICAL AND ALLIED SERVICES	B15	CLERICAL/ADMINISTRATIVE, SPECIAL AND MAIL SERVICES						1					
			Total							1					
		FISCAL, MANAGEMENT AND STAFF SERVICES	F20	ADMINISTRATIVE, BUDGET AND PERSONNEL ANALYSIS		1	9	9	17	19	6	16	18	5	
			F25	LEGAL SERVICES										1	
			F30	MANAGEMENT SERVICES		1	1	1	1	1	1	1	2	1	
Total					2	10	10	18	20	7	17	20	7		
HEALTH CARE AND ALLIED SERVICES		H20	TECHNOLOGISTS - CLINICAL LABORATORY										4		
		H80	THERAPEUTIC SERVICES	1											
		Total		1									4		
MAINTENANCE, FABRICATION AND OPERATIONS		G25	PHYSICAL PLANT SERVICES - MAINTENANCE							1		1			
		Total								1		1			
MANAGEMENT		M05	EXECUTIVE PROGRAM	5	6	8									
		M10	MANAGERS	1	2	2	1	1	1	1	1	1	1		
		M20	COACHES & RELATED PROFESSIONALS						20	21	13	13	18		
		Total		6	8	10	1	1	21	22	14	14	19		
OTHER		Z20	UNCLASSIFIED		1		15	10	10	9	9	9	10		
		Z25	UNCLASSIFIED	3	3	3					1				
		Total		3	4	3	15	10	10	9	10	9	10		
STUDENT SERVICES		A10	RECREATIONAL SERVICES	11	13	13	21	19	2	2		1			
		A30	ADVISING SERVICES		1								1		
	Total		11	14	13	21	19	2	2		2				
Total		21	28	36	47	48	54	41	41	46	40				
Total		5,052	4,916	4,904	4,981	5,124	5,215	5,563	5,615	5,842	6,074				
Grand Total		9,646	9,699	9,773	9,921	10,026	10,279	10,646	10,770	11,093	11,503				

Counting rules, definitions, and notes for this report are posted at <http://www.oir.uci.edu/files/empl/employee-notes.pdf>.

Total Non-Student Employees by Job Classification (CTO Code)
UCI Medical Center
Fall Quarter Headcount

					Fall									
					2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Academic	Without UC Salary	OTHER FACULTY	346	CLINICAL PROFESSOR-VOLUNTEER			1							
		Total					1							
		Total						1						
Staff	UC Paid	Total					1							
		Total												
ARCHITECTURE, ENGINEERING AND ALLIED SERVICES	E10	ARCHITECTURE AND PLANNING			1	1	1		2	1	1	1		15
	E20	ENGINEERING			6	9	12	12	13	9	13	14	13	
Total					7	10	13	12	15	10	14	15	13	15
CLERICAL AND ALLIED SERVICES	B15	CLERICAL/ADMINISTRATIVE, SPECIAL AND MAIL SERVICES			181	181	190	193	173	163	166	160	139	139
	B30	STOREKEEPING			42	47	46	52	56	56	56	51	45	45
Total					223	228	236	245	229	219	222	211	184	184
COMMUNICATION, ARTS AND GRAPHICS	D10	COMMUNICATION			9	12	14	13	15	13	12	13	9	3
	D15	ART AND GRAPHICS - PHOTOGRAPHY					1		1	1	1	1	1	1
Total					9	12	15	13	16	14	13	14	10	4
FISCAL, MANAGEMENT AND STAFF SERVICES	F10	COMPUTER OPERATIONS			12	16	15	14	9	8	8	7	5	190
	F15	COMPUTER PROGRAMMING AND ANALYSIS			99	117	131	164	203	176	188	187	178	
	F20	ADMINISTRATIVE, BUDGET AND PERSONNEL ANALYSIS			153	161	178	196	190	205	215	219	201	182
	F30	MANAGEMENT SERVICES			13	11	9	7	5	4	1	2	1	
	F35	FISCAL SERVICES			3	3	3	4	4	5	5	6	6	6
	F40	EMPLOYMENT SERVICES			2	1	1	1						24
	F45	MATERIEL MANAGEMENT			3	5	5	4	4	4	4	3	5	5
	Total				285	314	342	390	415	402	421	424	396	407
FOOD AND LINEN SERVICES	C10	FOOD SERVICE MANAGEMENT-DIETITIANS			11	12	12	14	16	14	15	17	16	17
	C15	FOOD PREPARATION AND DISTRIBUTION - COOKS & BAKERS			19	19	21	20	21	20	20	19	20	82
	C20	FOOD PREPARATION AND DISTRIBUTION - SUPERVISORS & WORKE..			41	45	49	49	52	52	52	51	58	
Total				71	76	82	83	89	86	87	87	94	99	
HEALTH CARE AND ALLIED SERVICES	H10	HOSPITAL ATTENDANTS - ASSISTANTS AND ESCORTS			252	252	275	302	305	272	270	275	272	488
	H15	HOSPITAL ATTENDANTS - VOCATIONAL NURSES			84	88	90	93	102	112	156	162	159	350
	H20	TECHNOLOGISTS - CLINICAL LABORATORY			131	134	138	136	128	126	124	118	109	359
	H25	TECHNOLOGISTS - RADIOLOGIC, RESPIRATORY AND ALLIED			197	197	202	215	218	210	218	223	212	
	H30	TECHNOLOGISTS - ECG, EEG AND ALLIED			7	5	9	11	15	15	16	18	14	
	H35	NURSING SERVICES			1,317	1,332	1,341	1,441	1,473	1,459	1,532	1,593	1,547	1,650
	H40	PHYSICIANS AND DENTISTS			1	1	1	1	1	10	13	16	10	16
	H45	MEDICAL AUXILIARY SERVICES - MISCELLANEOUS			965	972	1,023	1,086	1,097	1,053	1,101	1,140	1,093	760
	H50	PHARMACISTS			67	66	71	72	73	70	73	77	86	87
	H55	HOSPITAL RADIATION PHYSICISTS			1	1	1	1	1	1	1	1	1	1
	H60	MEDICAL RECORD ADMINISTRATORS AND TECHNICIANS			72	72	72	71	69	50	39	40	32	
	H65	SOCIAL SERVICES - CLINICAL			35	34	40	36	31	34	40	41	41	59
	H70	SOCIAL SERVICES - COMMUNITY			11	10	9	9	9	12	11	12	8	
	H75	PSYCHOLOGISTS			1	1	1	2	2		2		1	
H80	THERAPEUTIC SERVICES			69	71	72	80	77	83	87	94	99	112	
Total				3,210	3,236	3,345	3,556	3,601	3,507	3,683	3,810	3,684	3,882	
MAINTENANCE, FABRICATION AND OPERATIONS	G15	PHYSICAL PLANT SERVICES - AGRICULTURE AND GROUNDS			5	7	7	7	8	7	7	7	6	61
	G20	PHYSICAL PLANT SERVICES - OPERATIONS			3	2	3	2	3	4	4	4	3	

Counting rules, definitions, and notes for this report are posted at <http://www.oir.uci.edu/files/empl/employee-notes.pdf>.

**Total Non-Student Employees by Job Classification (CTO Code)
UCI Medical Center
Fall Quarter Headcount**

					Fall											
					2009	2010	2011	2012	2013	2014	2015	2016	2017	2018		
Staff	UC Paid	MAINTENANCE, FABRICATION AND OPERATIONS	G23	PHYSICAL PLANT SERVICES - MAINTENANCE	1	1	1	1	1	1	1	1	1			
			G25	PHYSICAL PLANT SERVICES - MAINTENANCE	33	33	39	40	40	42	40	40	37			
			G35	CUSTODIAL SERVICES	168	160	170	177	183	168	162	167	153	151		
			G40	TECHNICAL AND OPERATIONS SERVICES	8	8	8	10	10	10	14	14	14			
			G55	AUTOMOTIVE AND AIRCRAFT EQUIPMENT - MAINTENANCE												2
			G65	AUTOMOTIVE EQUIPMENT - OPERATION	1	1	1	2	2	2	2	2	2	2	2	
			G75	REPROGRAPHIC AND BOOKBINDING SERVICES	2	2	1	1	1	1	1	1	1	1	1	1
			Total				221	214	230	240	248	235	231	236	217	215
		MANAGEMENT	M05	EXECUTIVE PROGRAM	5	8	10	8	5	6	3	3	5	5		
			M10	MANAGERS	59	70	77	85	106	111	129	138	133	126		
			Total			64	78	87	93	111	117	132	141	138	131	
		OTHER	Z25	UNCLASSIFIED	17	12	20	18	16	8	10	10	8	7		
			Total			17	12	20	18	16	8	10	10	8	7	
		PROTECTIVE SERVICES	J15	PARKING AND GUARD SERVICES	34	34	34	32	33	33	36	36	30	7		
			Total			34	34	34	32	33	33	36	36	30	7	
		SCIENCES, LABORATORY AND ALLIED SERVICES	I25	SCIENCES							1	1	1	1		
			Total								1	1	1	1		
		STUDENT SERVICES	A15	SCHOOL RELATIONS SERVICES											6	
			Total												6	
		Total				4,141	4,214	4,404	4,682	4,773	4,632	4,850	4,985	4,775	4,957	
		Total				4,141	4,214	4,404	4,682	4,773	4,632	4,850	4,985	4,775	4,957	
		Grand Total				4,141	4,214	4,405	4,682	4,773	4,632	4,850	4,985	4,775	4,957	

Counting rules, definitions, and notes for this report are posted at <http://www.oir.uci.edu/files/empl/employee-notes.pdf>.