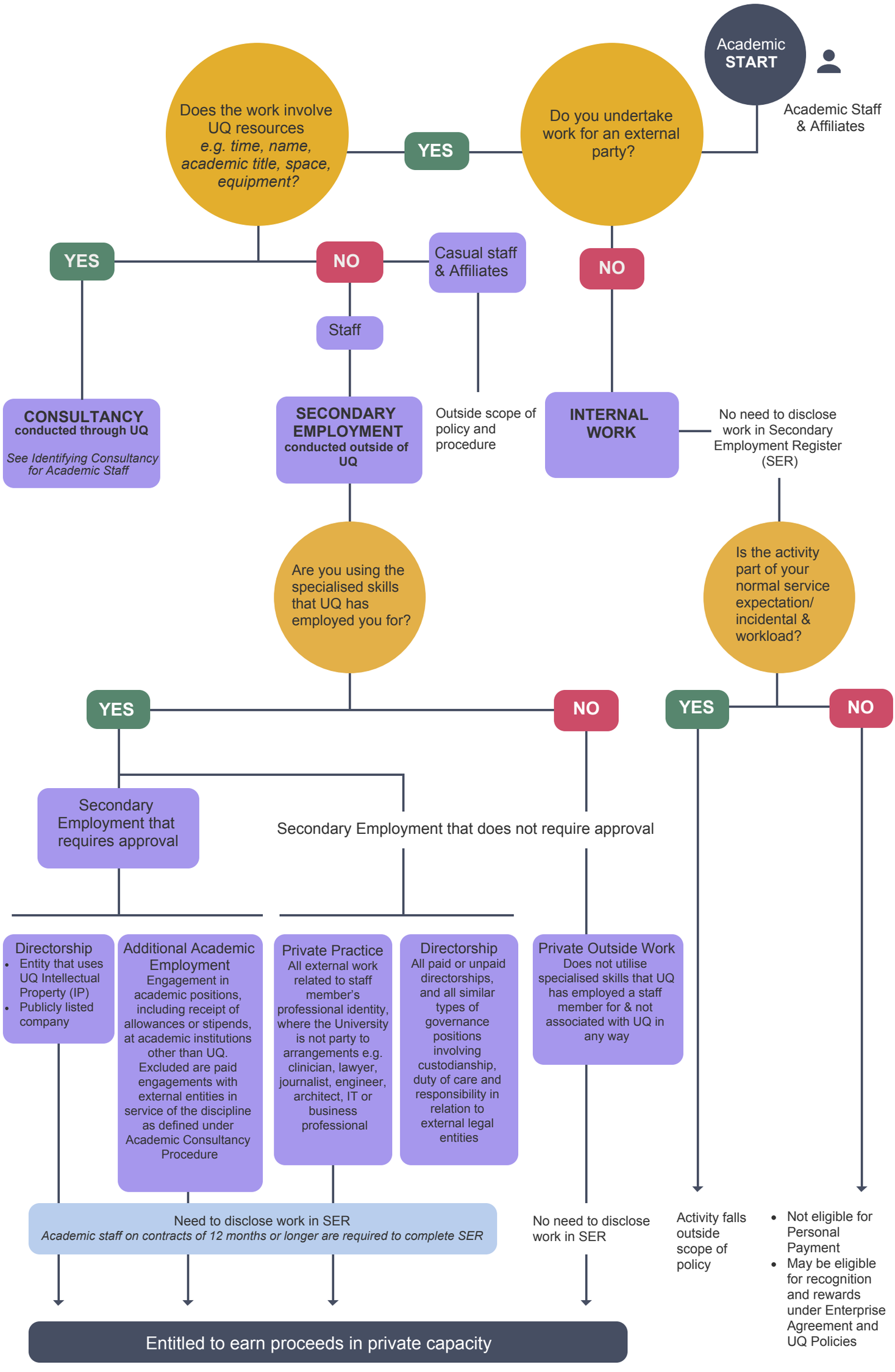Identifying Secondary Employment and Internal Work for Academic Staff