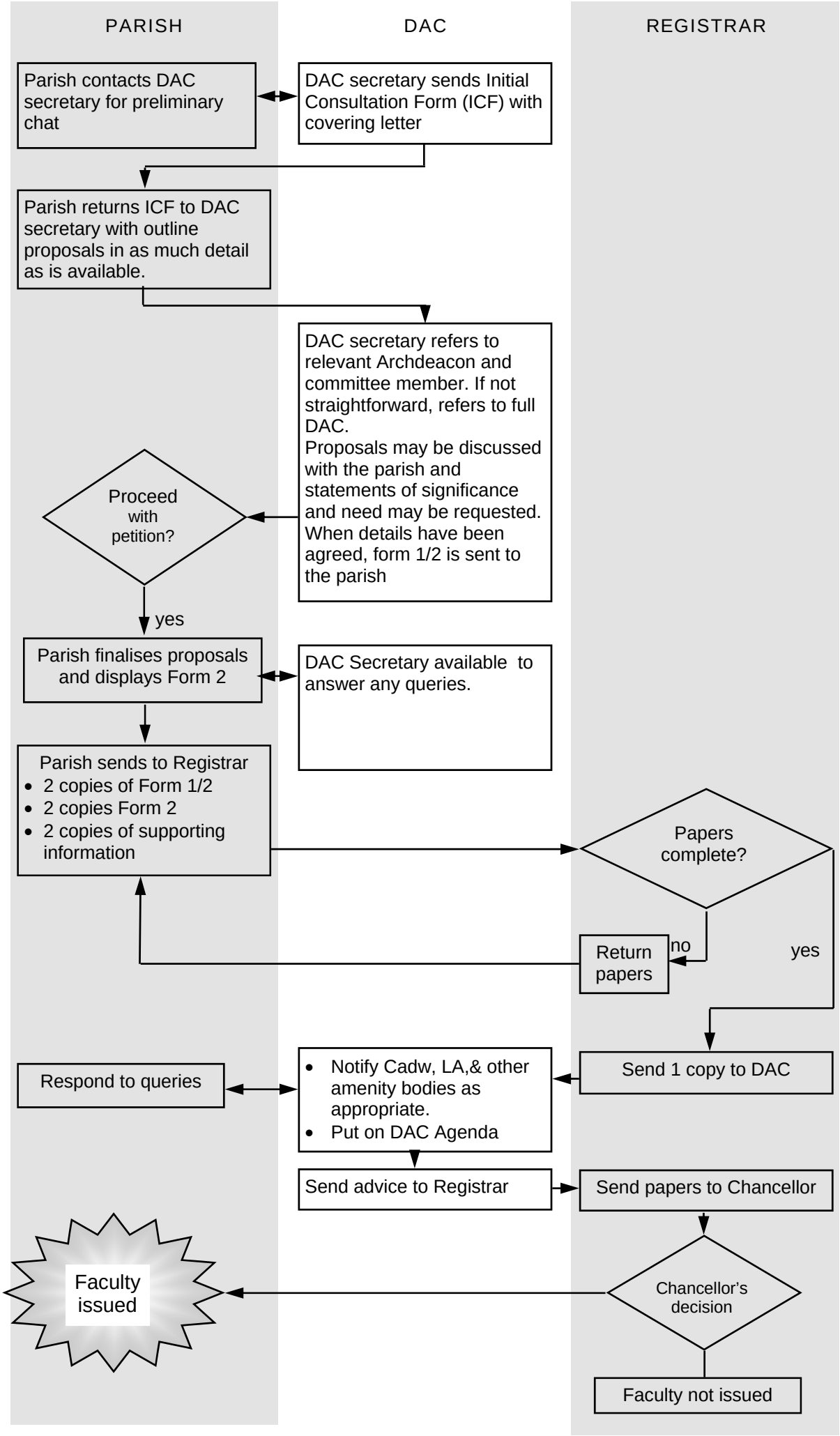The Faculty Procedure