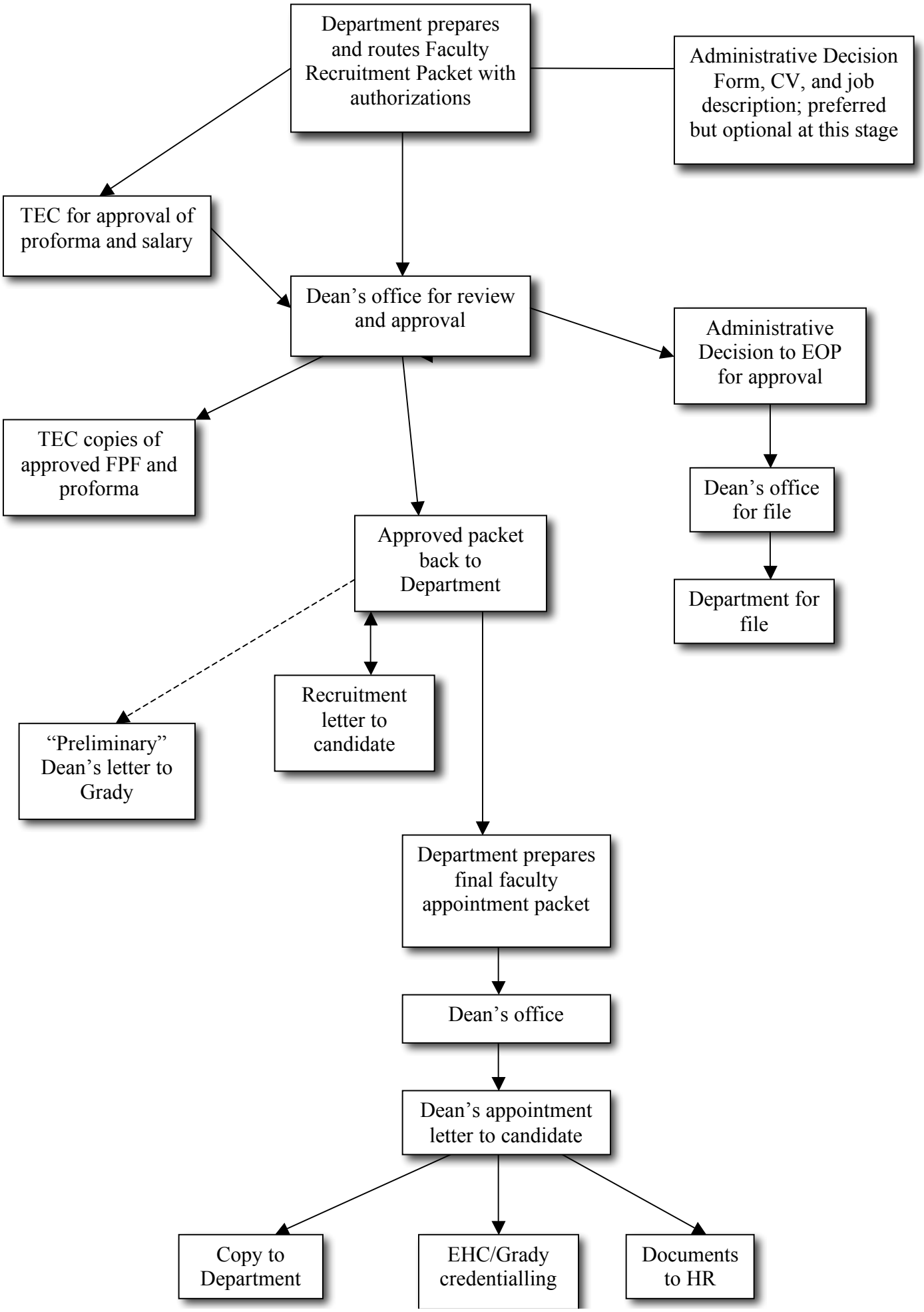FACULTY RECRUITMENT PROCESS FLOW SHEET