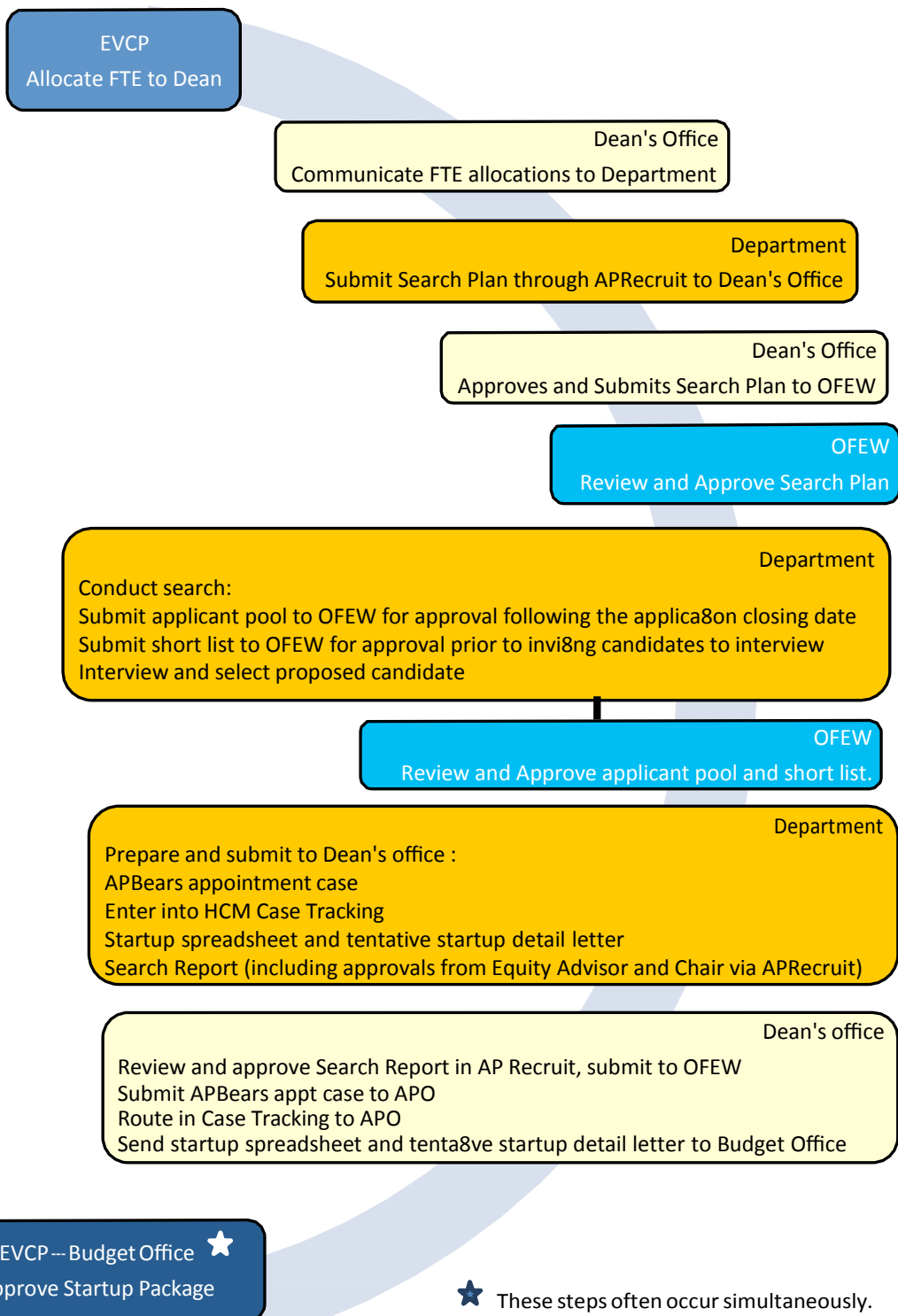
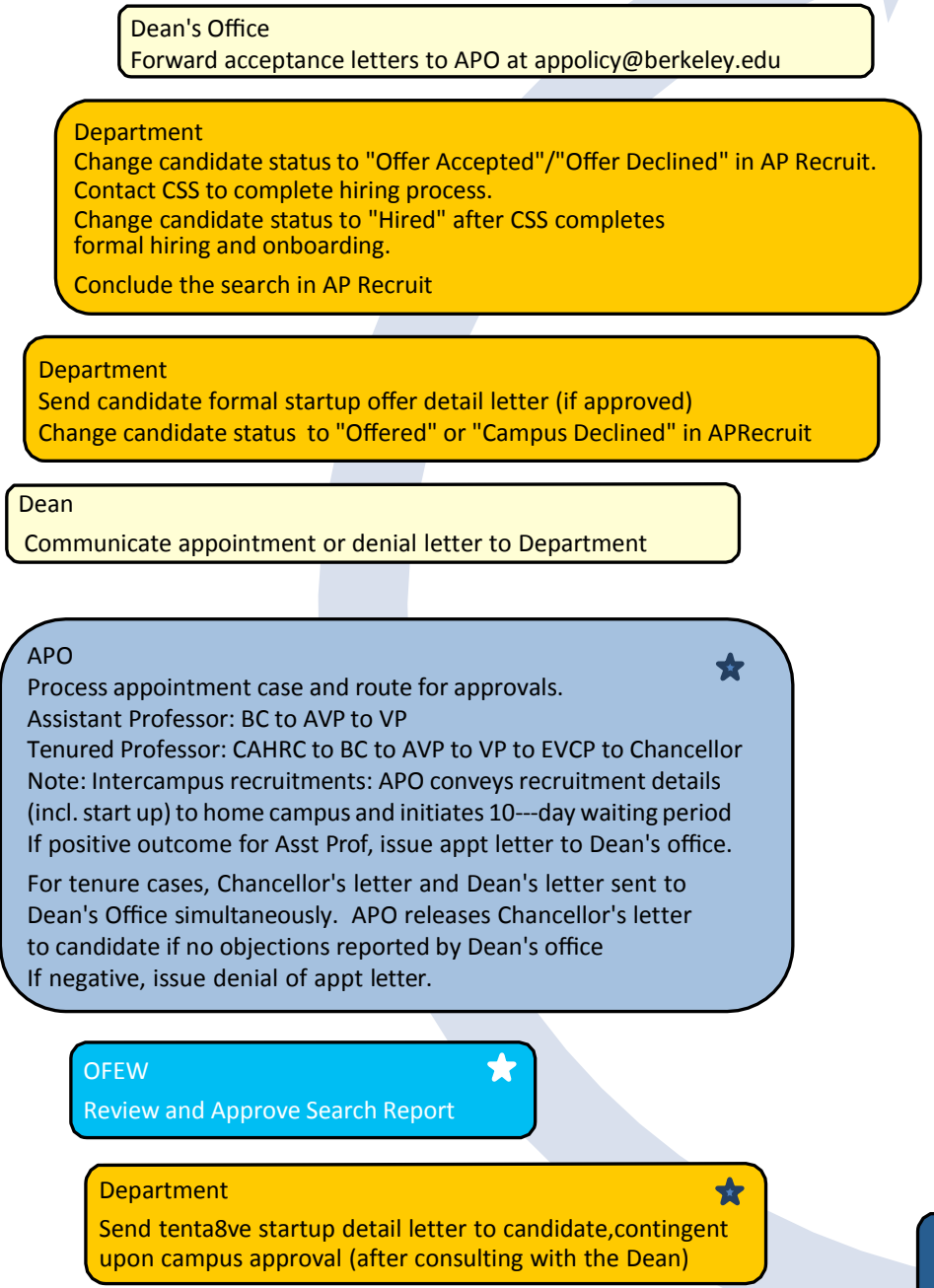


Academic Recruitment Process for Senate Faculty Searches



★ These steps often occur simultaneously.