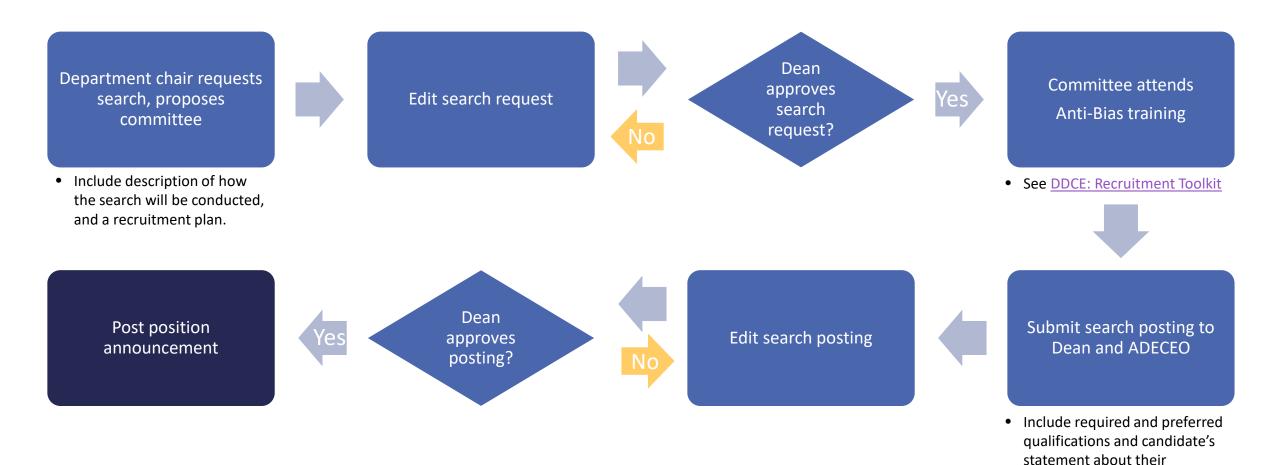
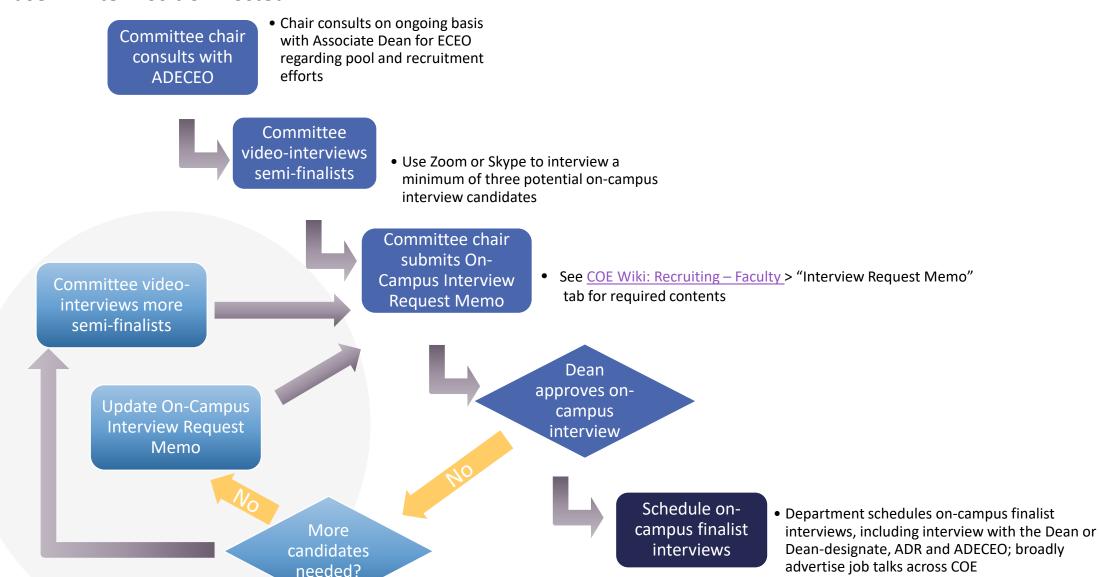
Phase 1: Prior to Search

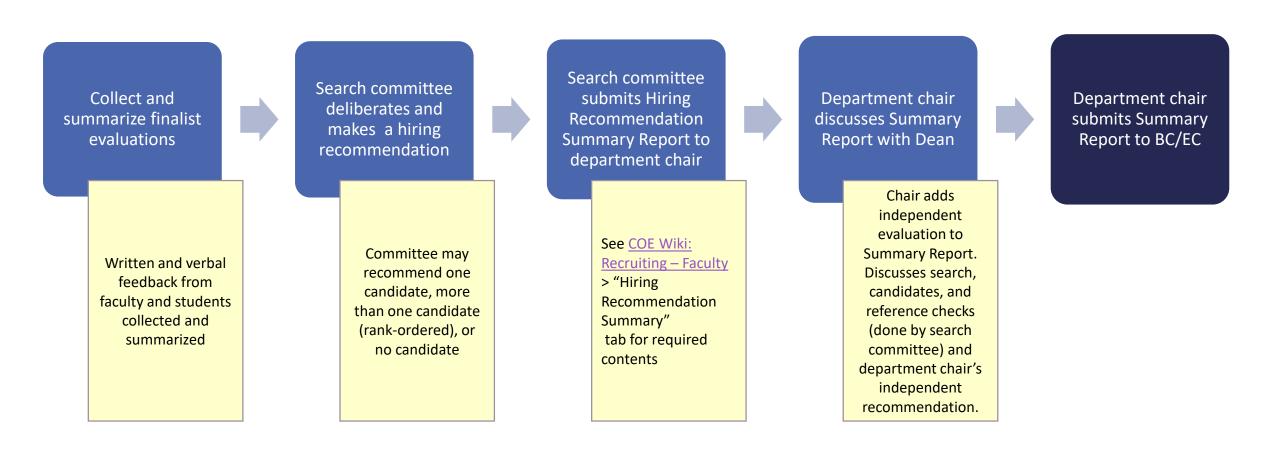


contributions / commitments to advancing equity and inclusion.

Phase 2: After Position Posted



Phase 3: After Campus Interviews with Finalists



Phase 4: BC/EC Meeting and Beyond

