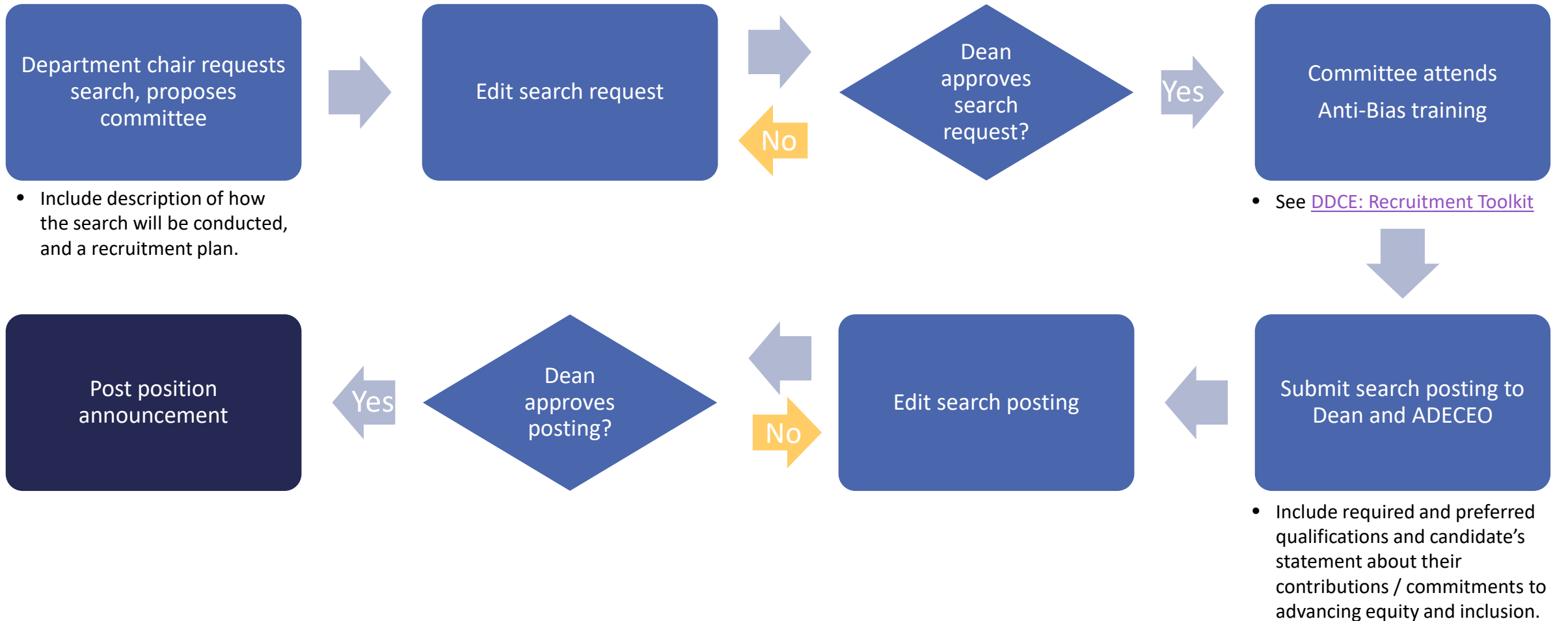
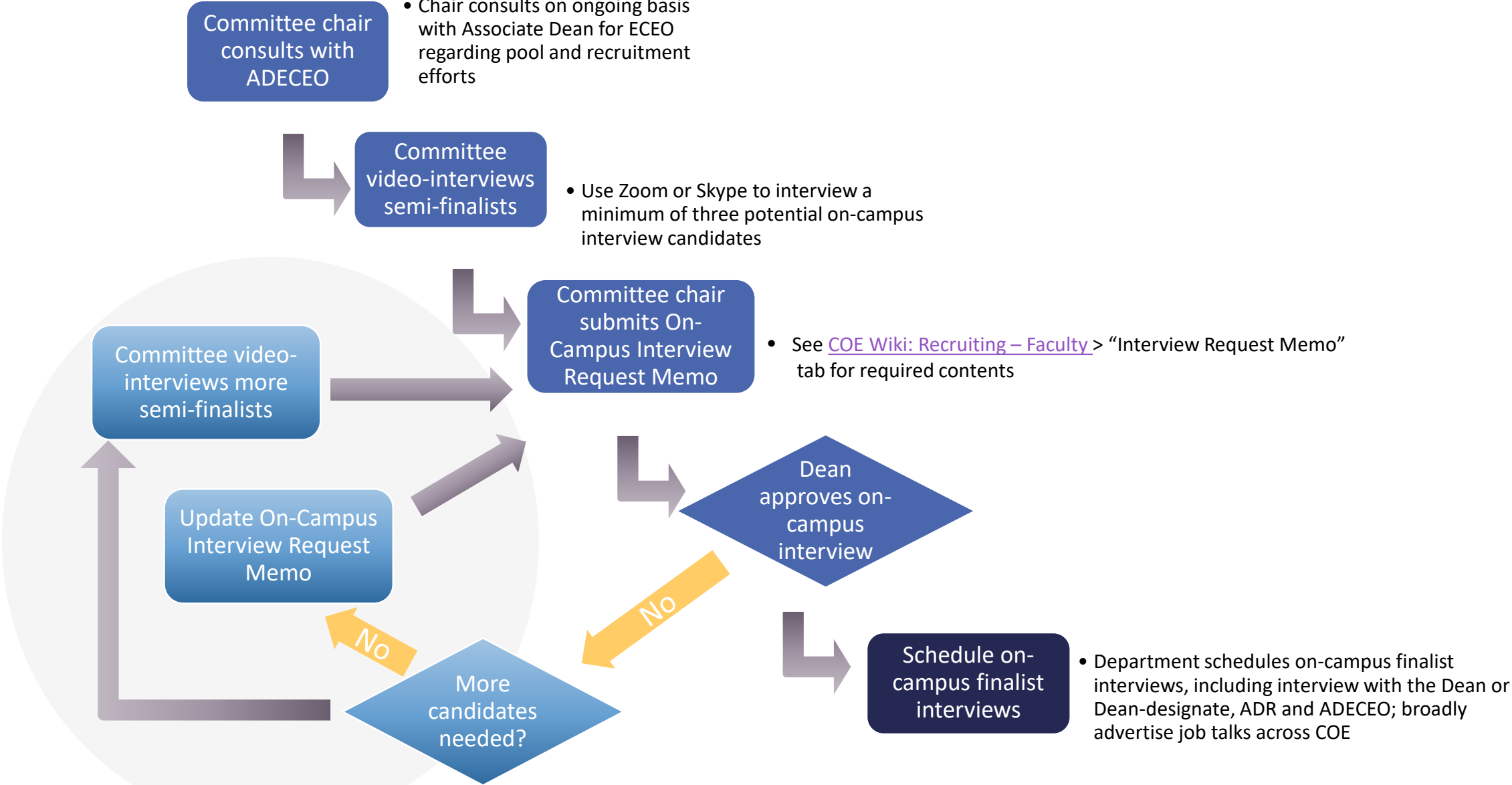


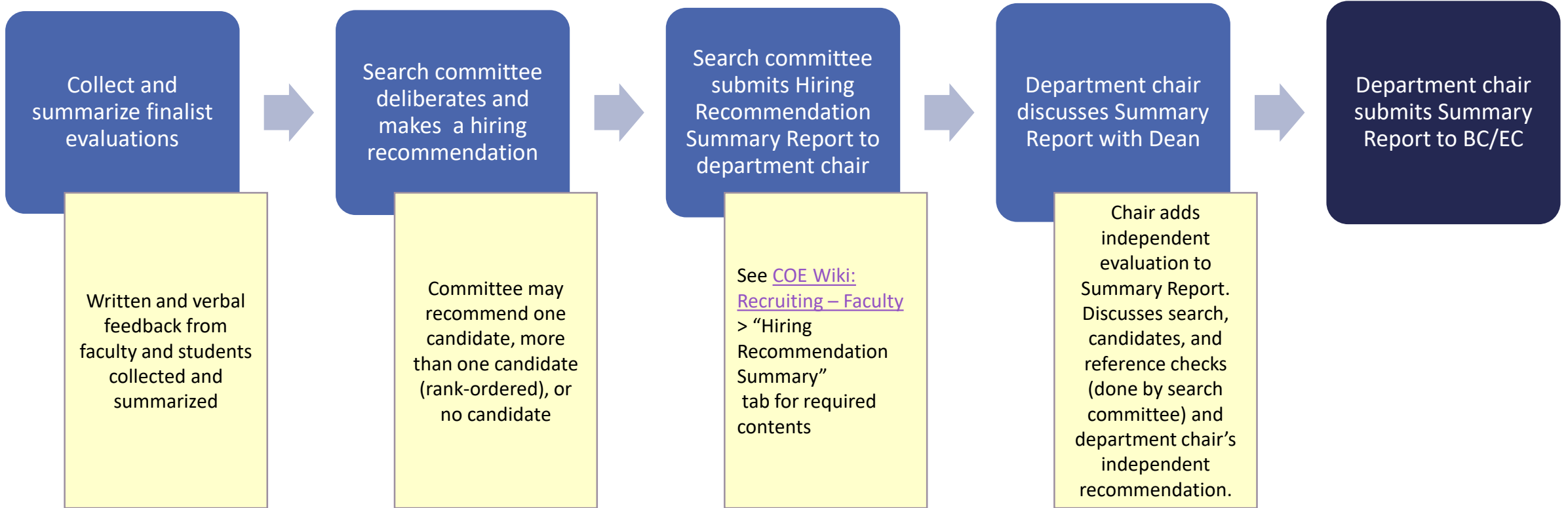
Phase 1: Prior to Search



Phase 2: After Position Posted



Phase 3: After Campus Interviews with Finalists



Phase 4: BC/EC Meeting and Beyond

