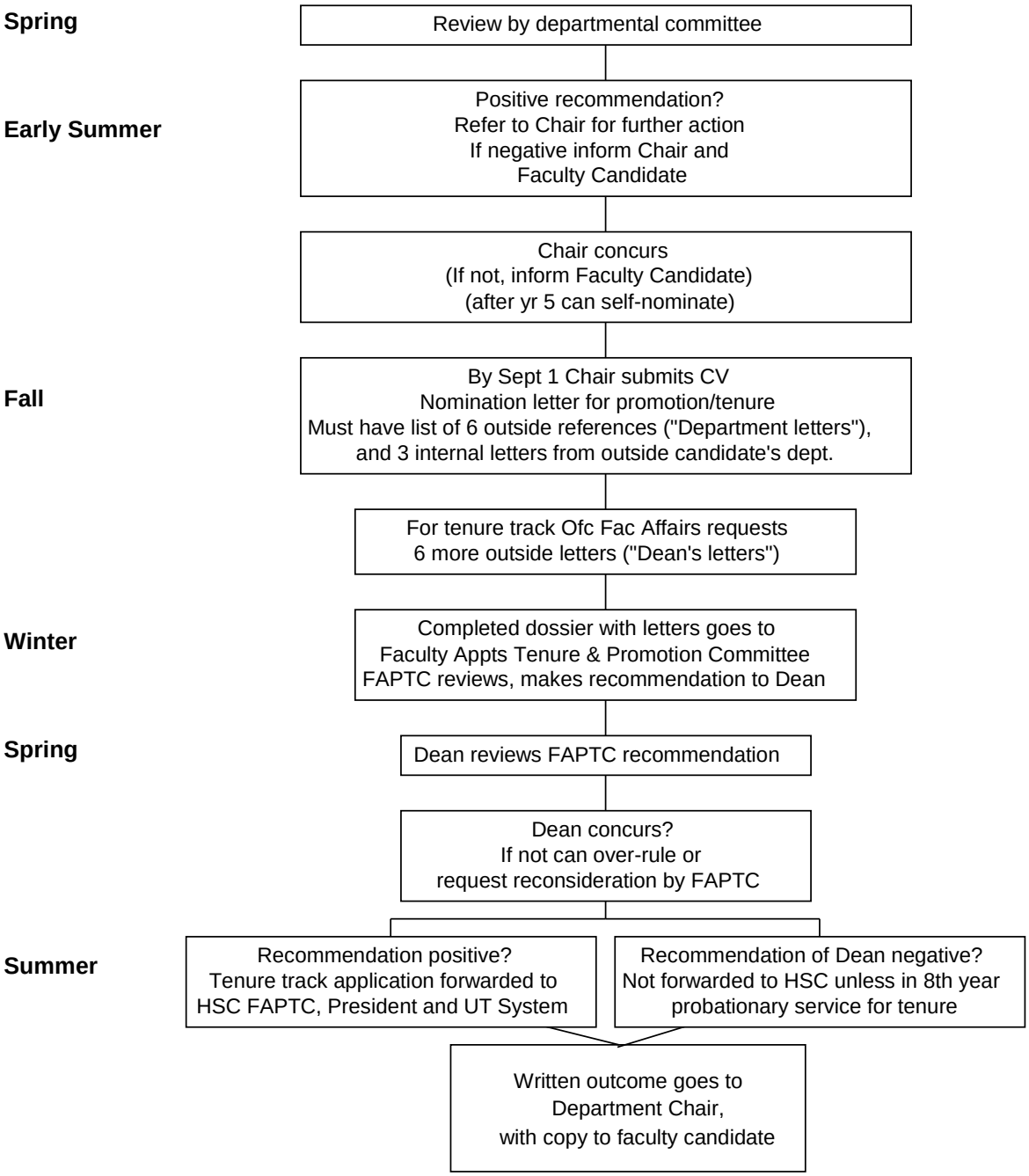Timeline and Procedures for Promotion and Tenure