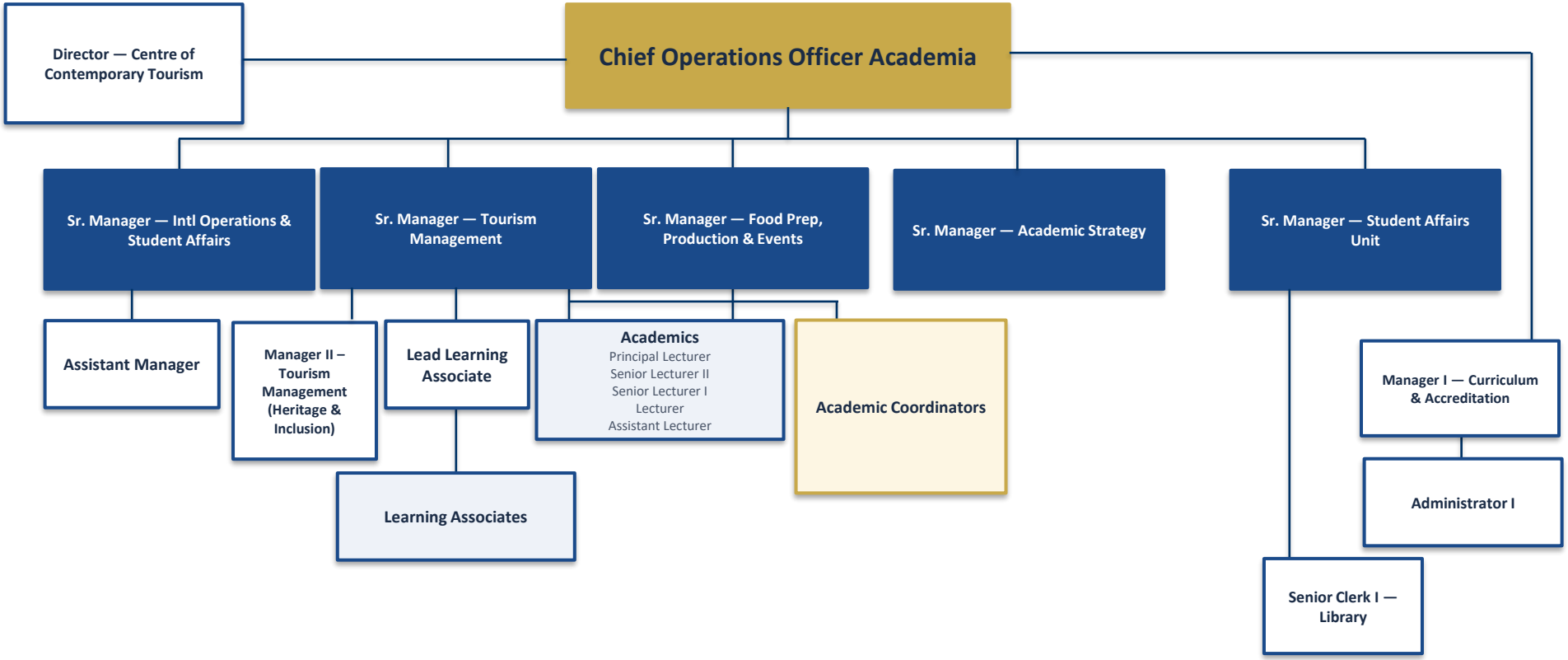ACADEMIA DEPARTMENT