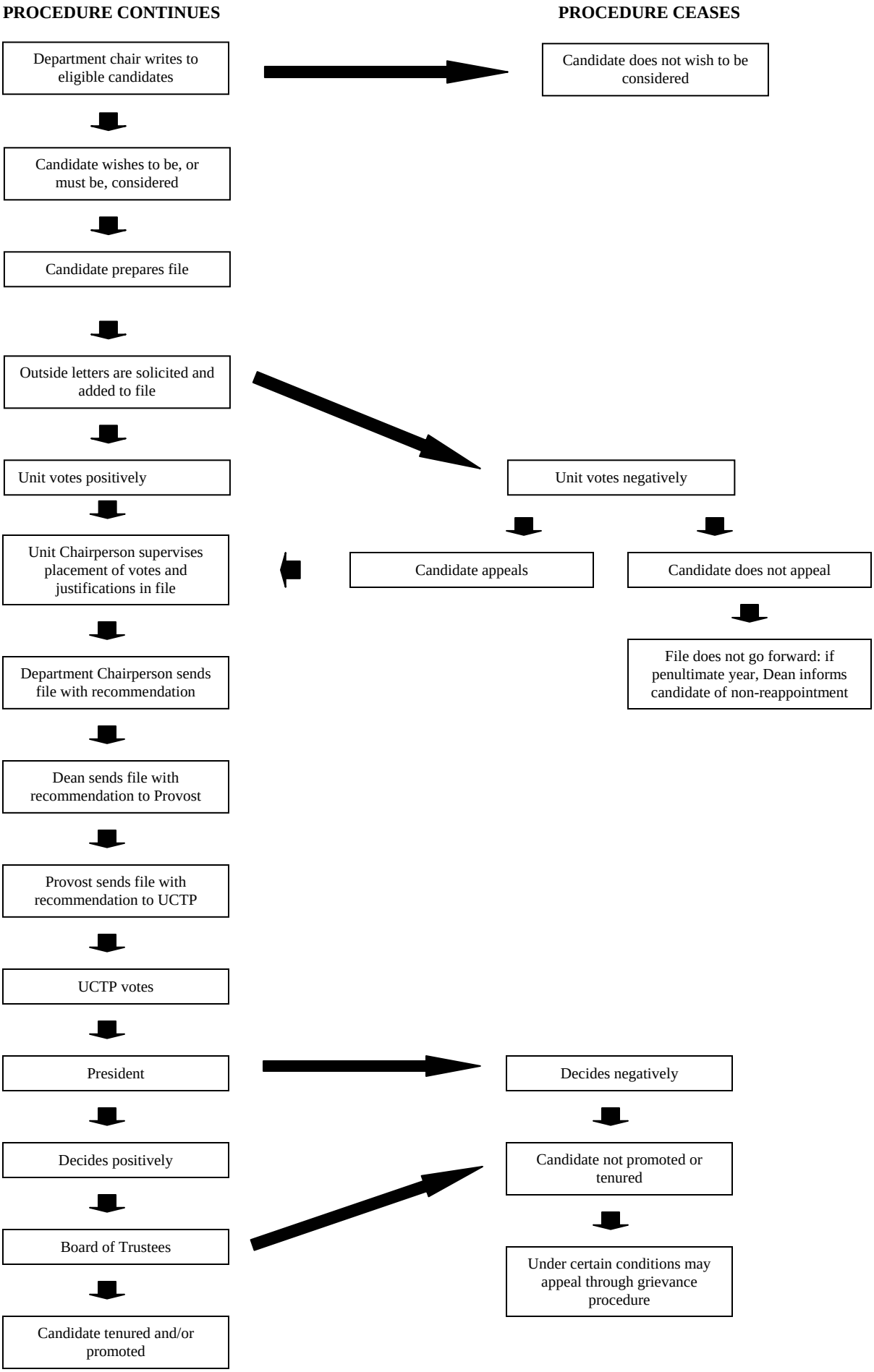Table 1. Flow chart of University Tenure and Promotion procedure.