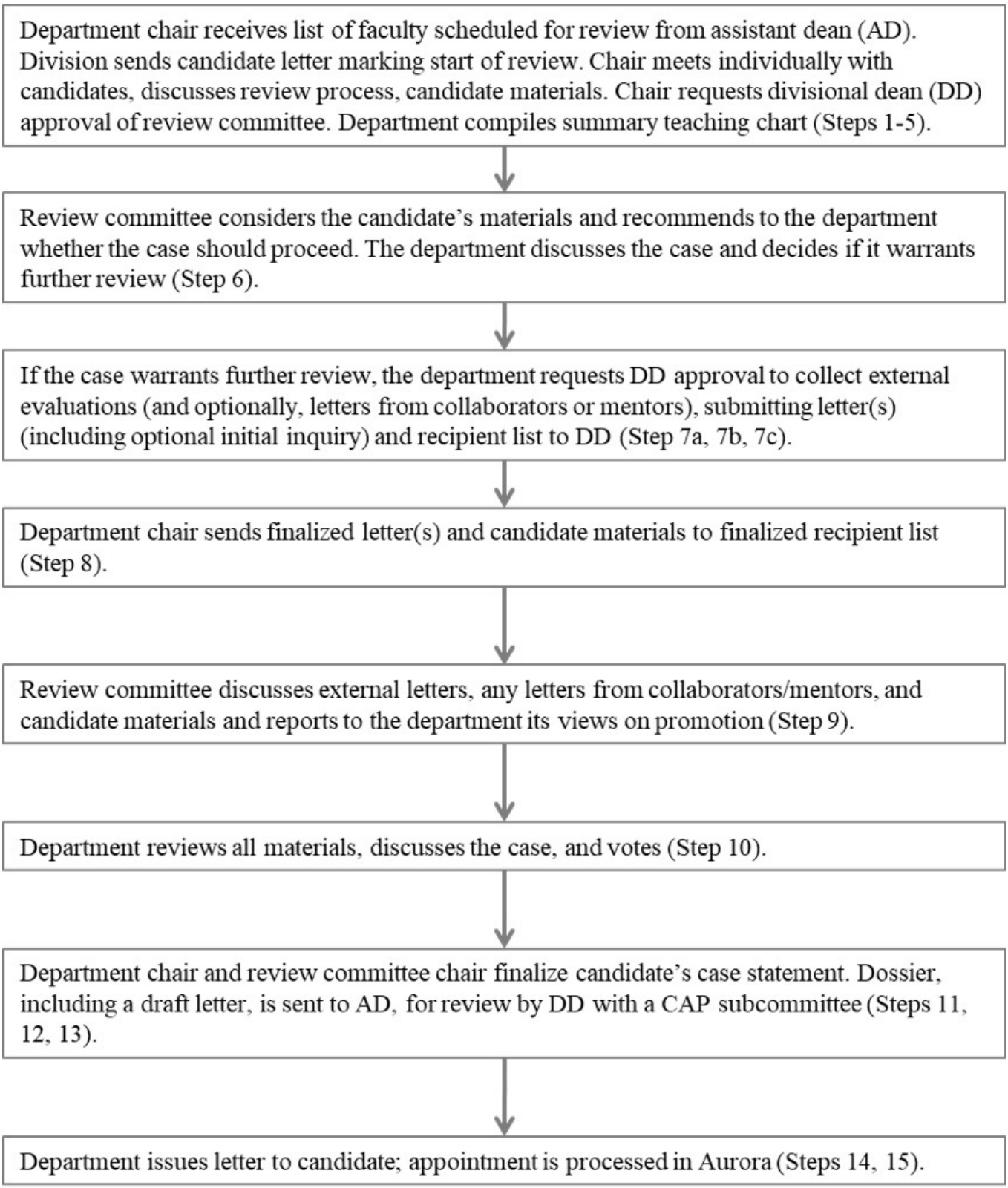Promotion Flowchart: Internal Promotion from Assistant Professor to Associate Professor