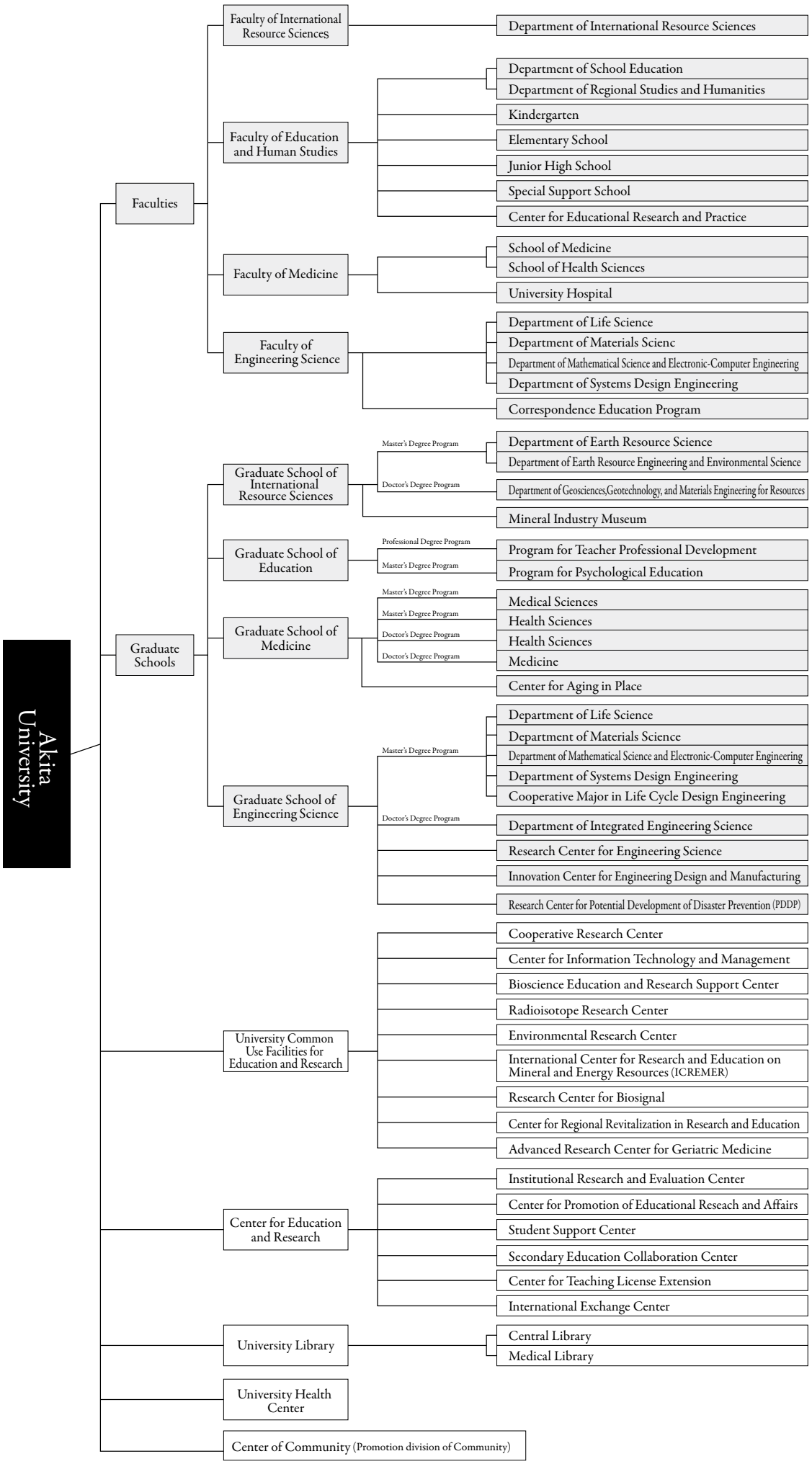Academic Organization