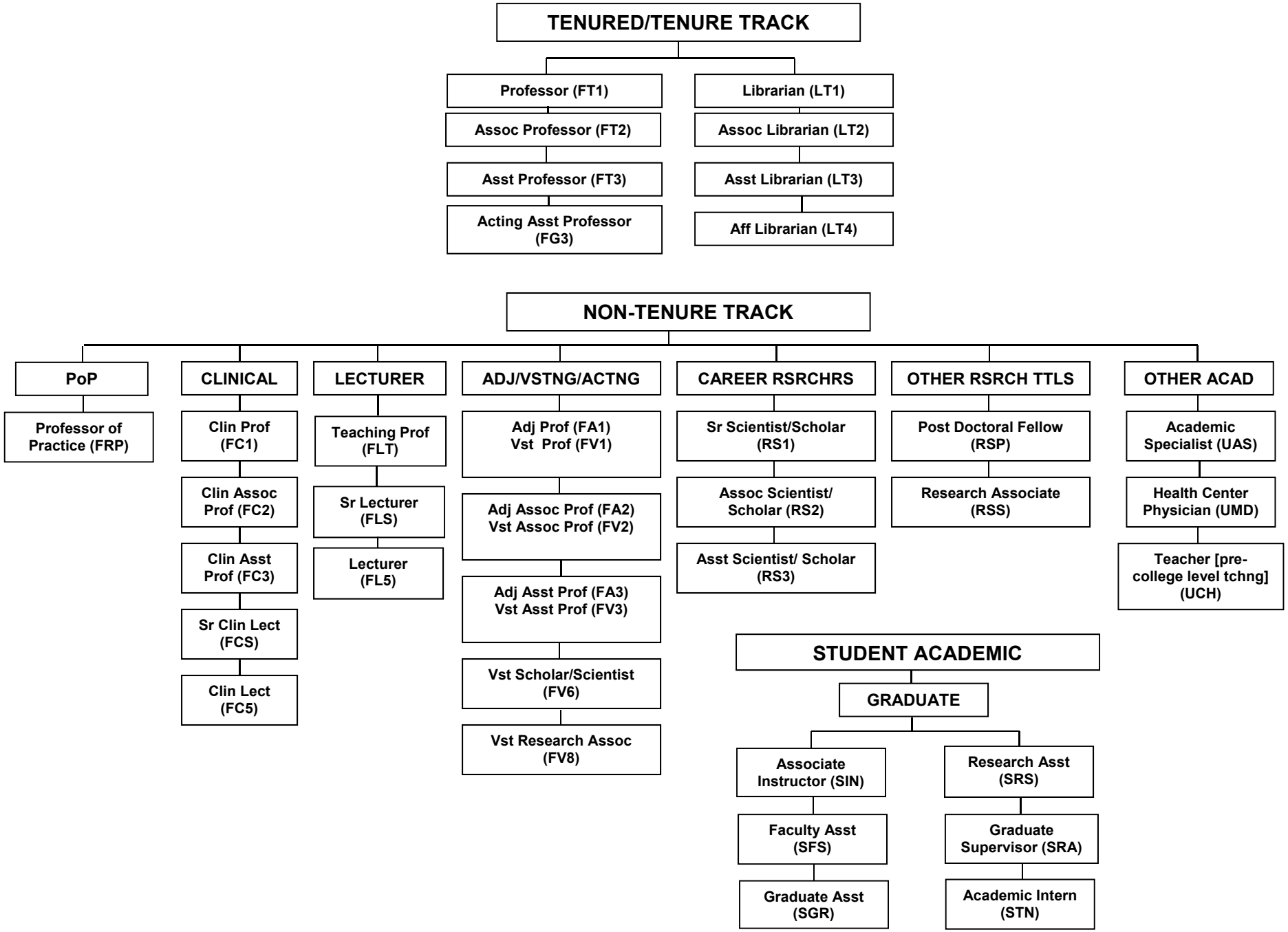ACADEMIC APPOINTMENT TYPES