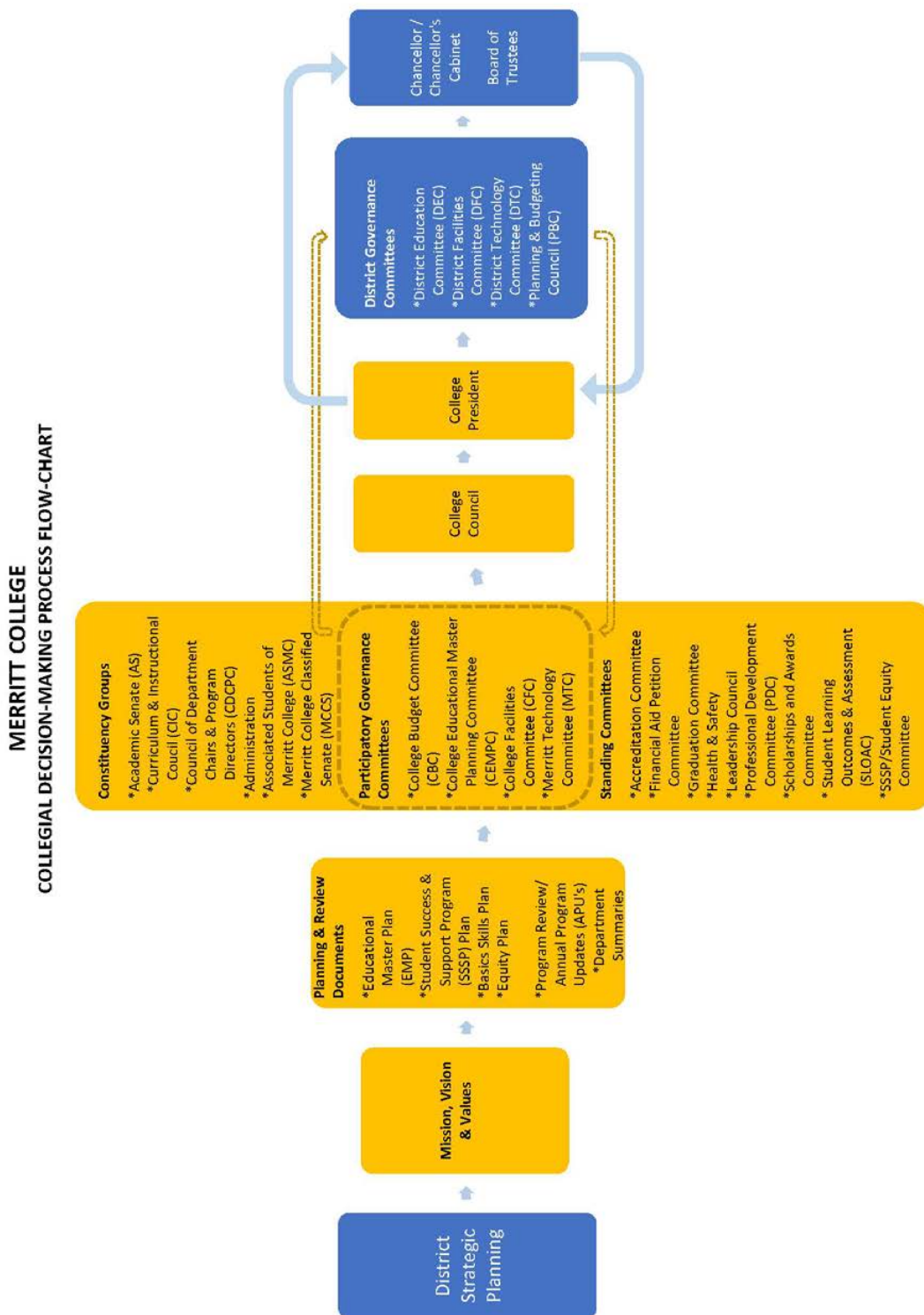


Figure 3: Collegial Decision-Making Process Flow-Chart



V3. 2/2/2016