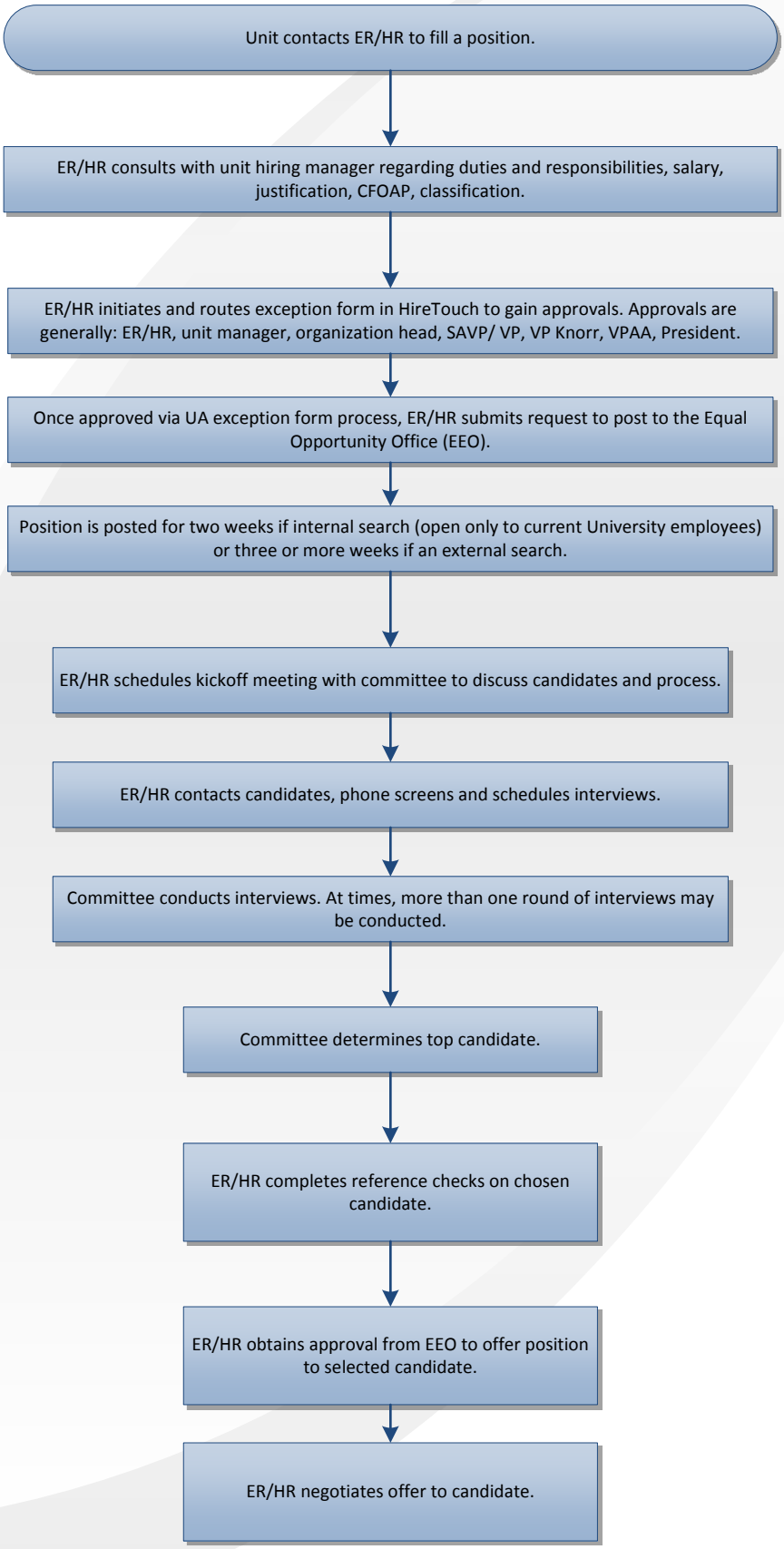Hiring an Academic Professional Employee