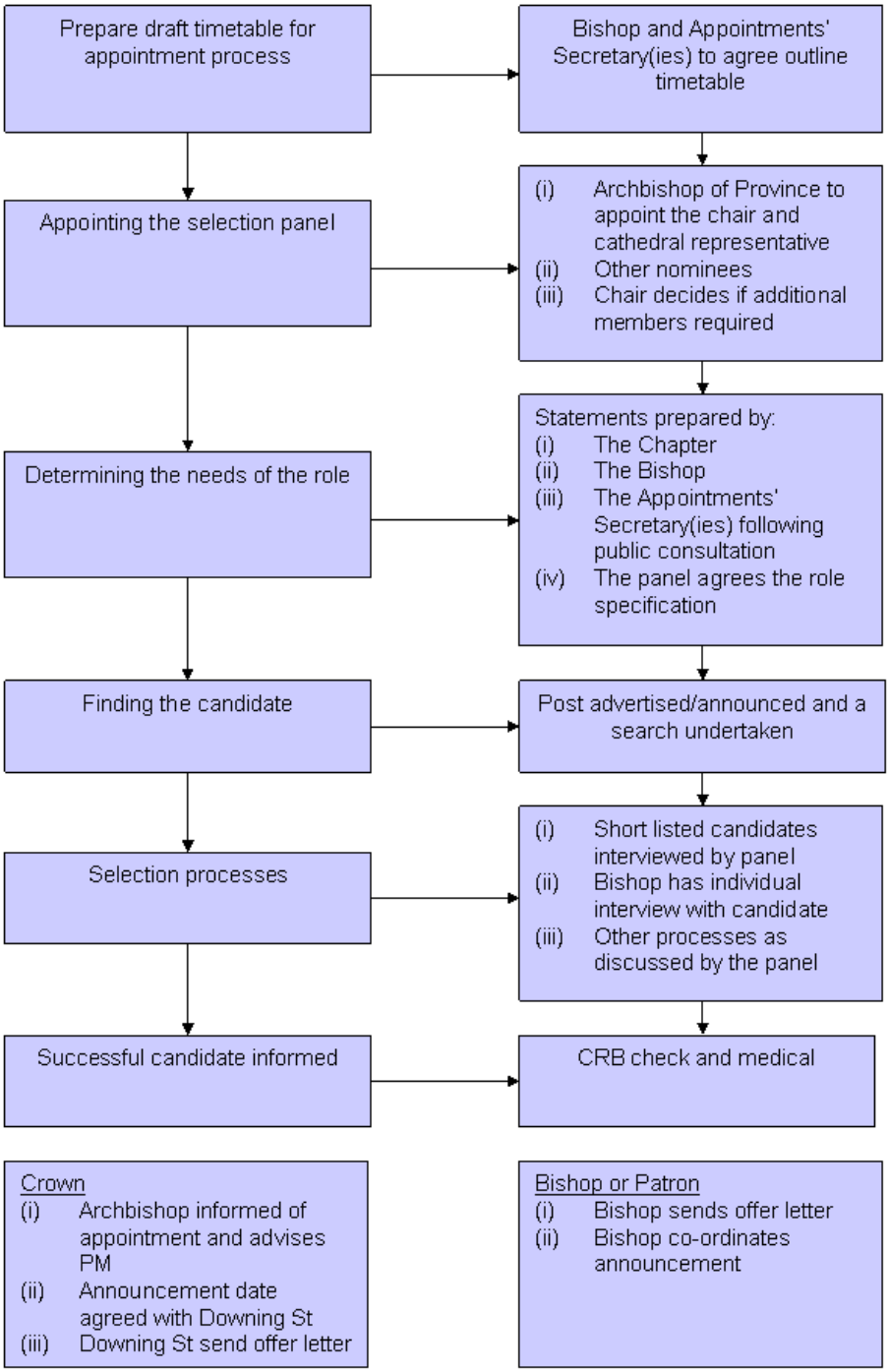Overview of appointments process for Deans