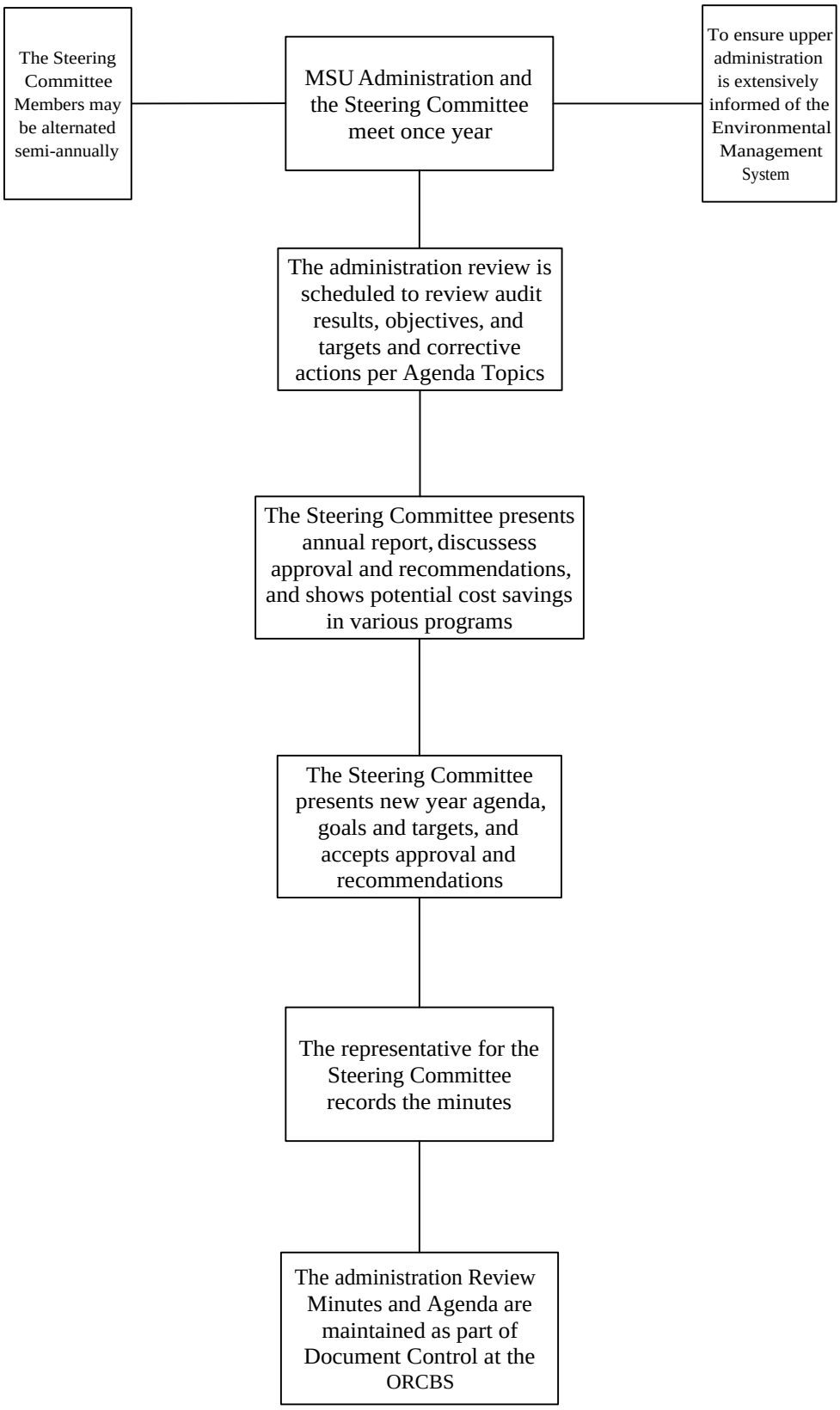Michigan State University Administrative Review
10.0