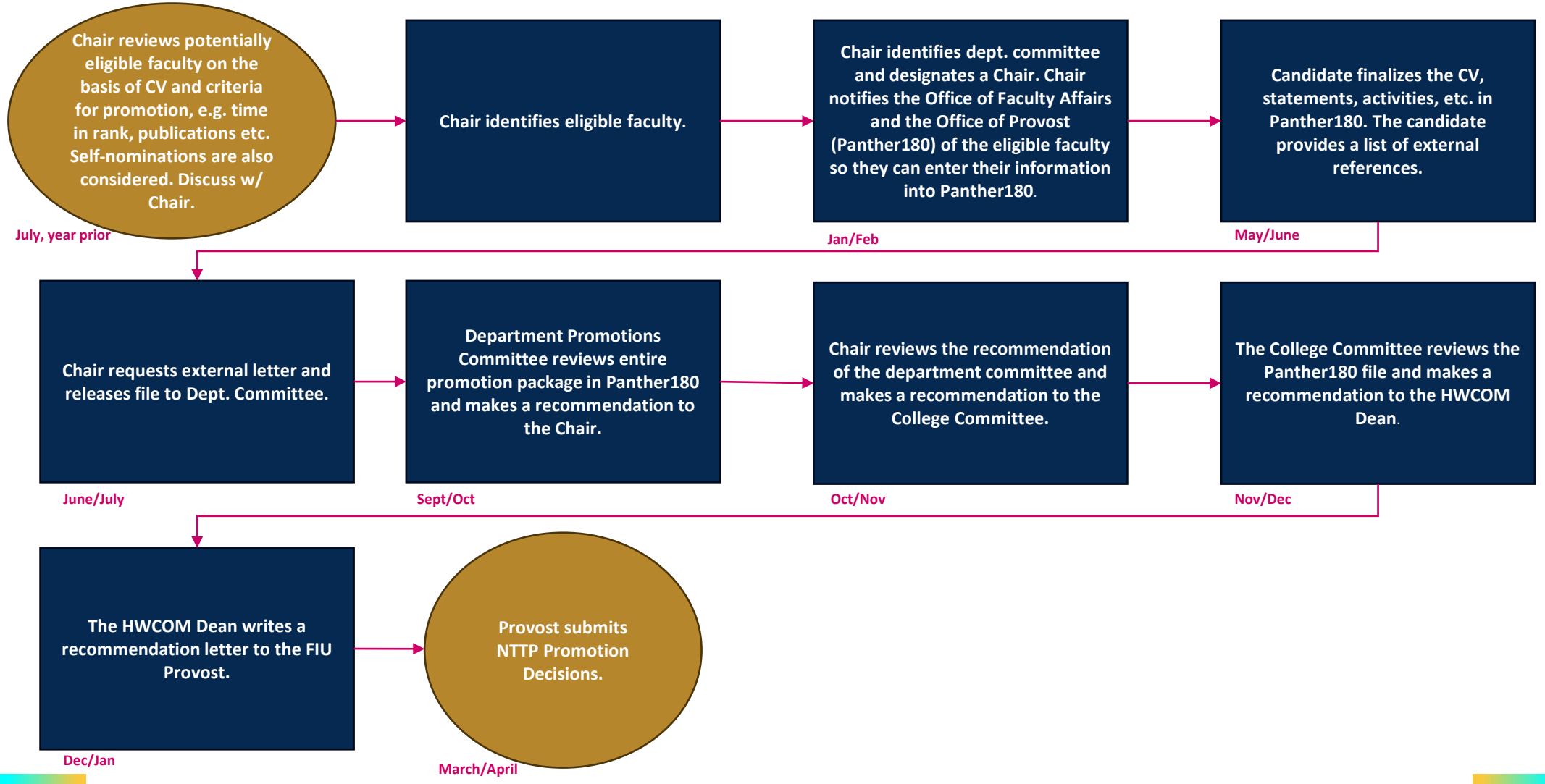HWCOM/FIU Non-Tenure Track Promotion Timeline