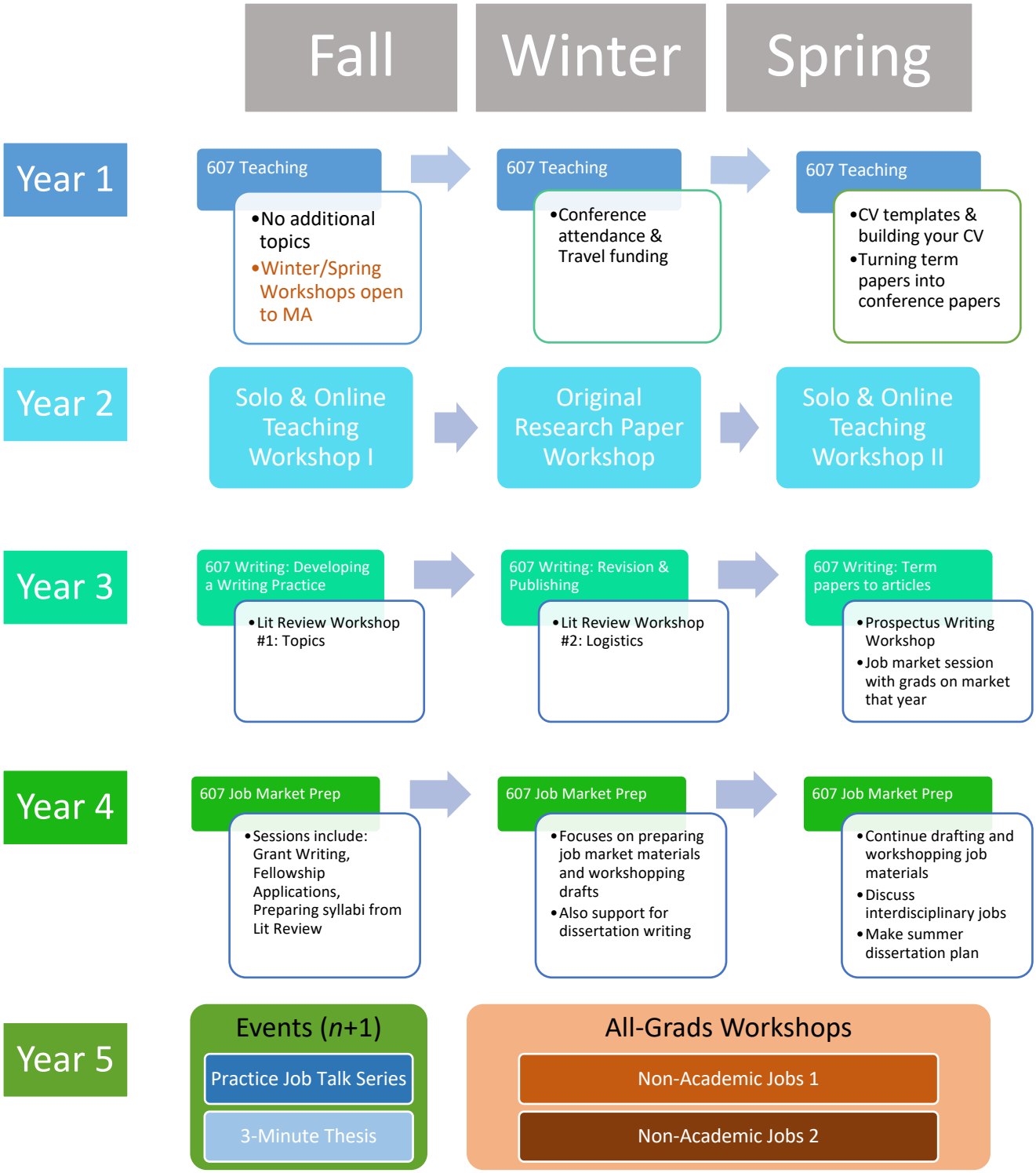Five-Year PhD Professionalization Plan