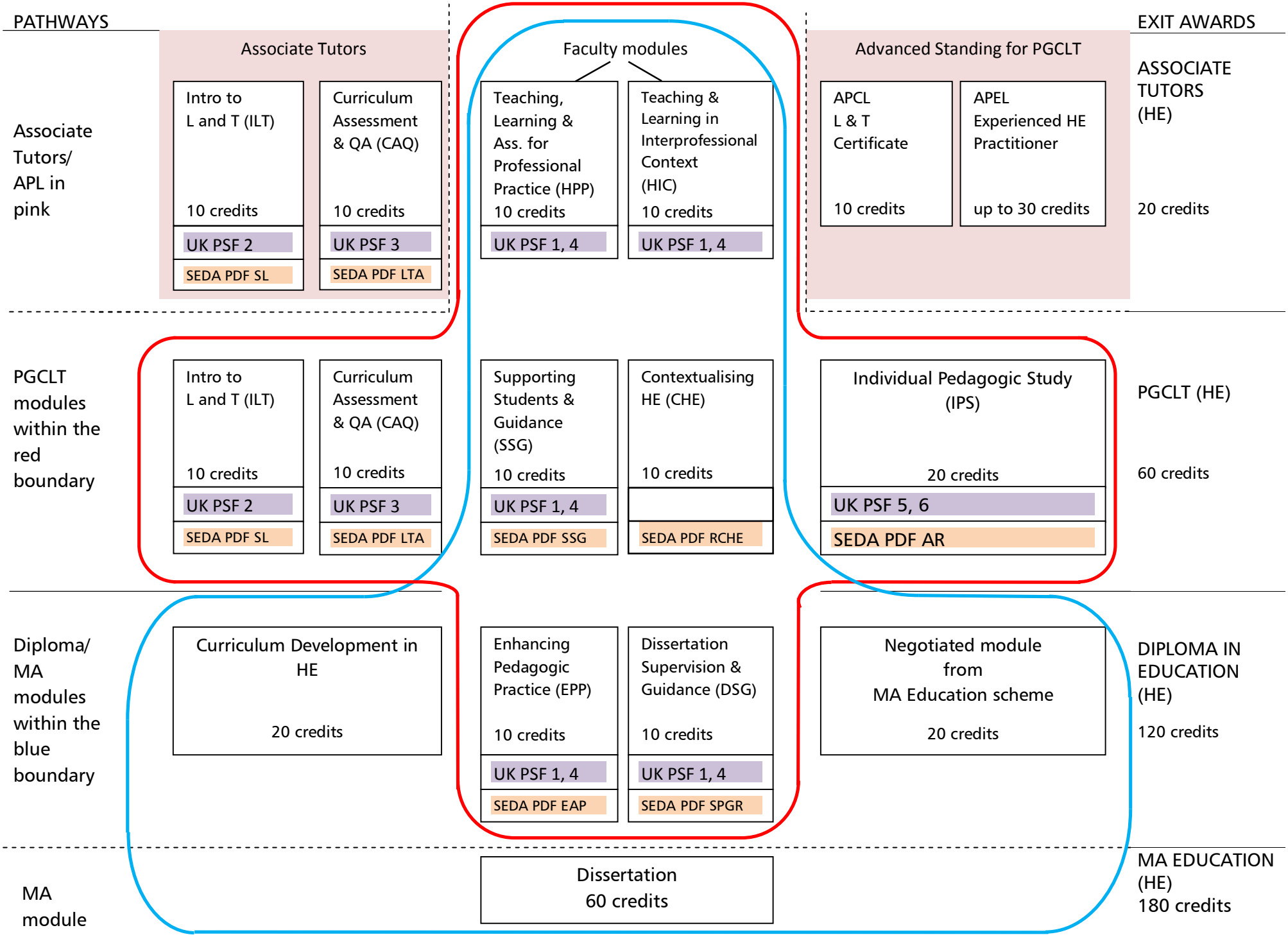**CCCU Academic Professional Development Framework Diagram**