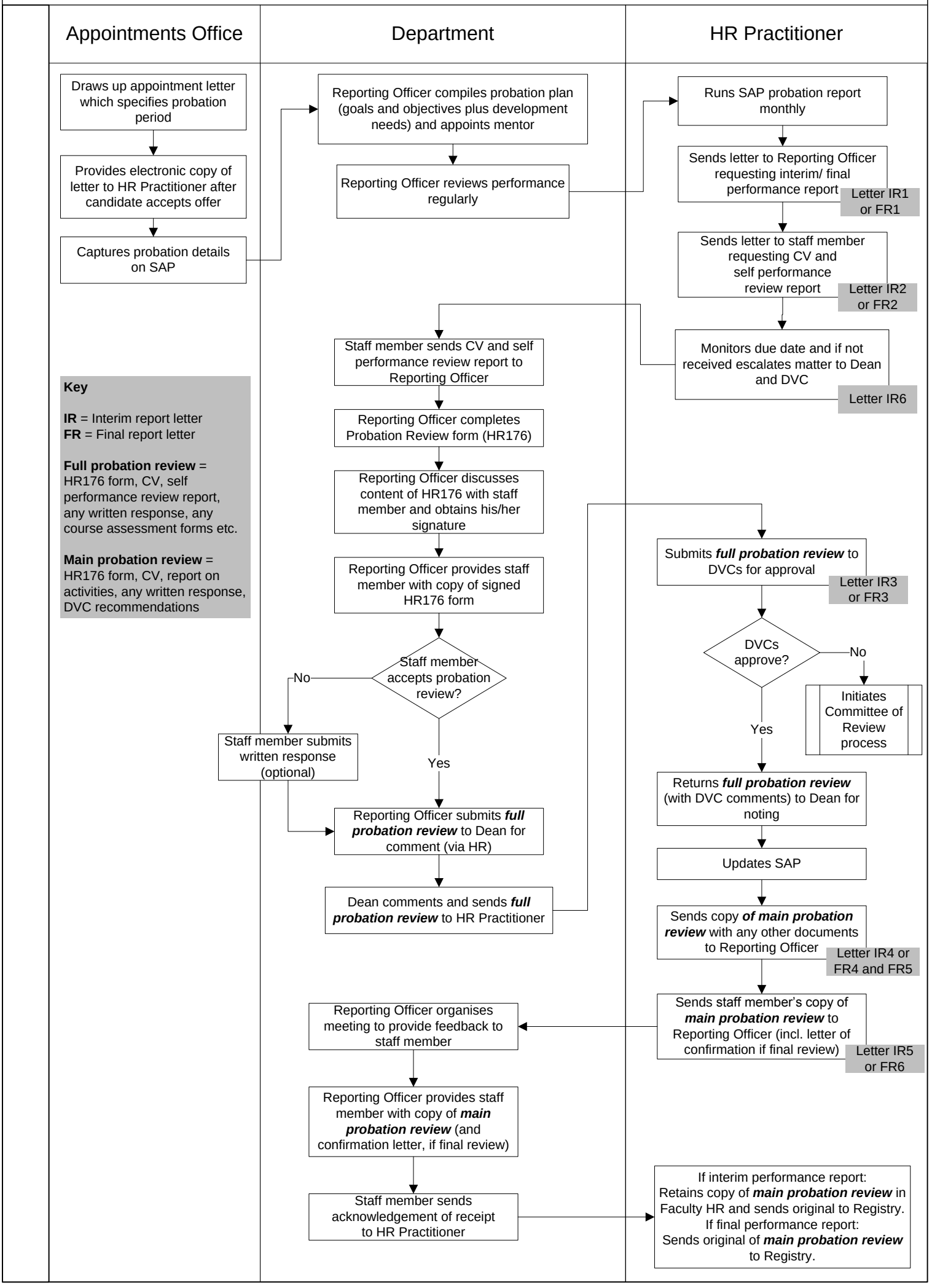Academic probation process