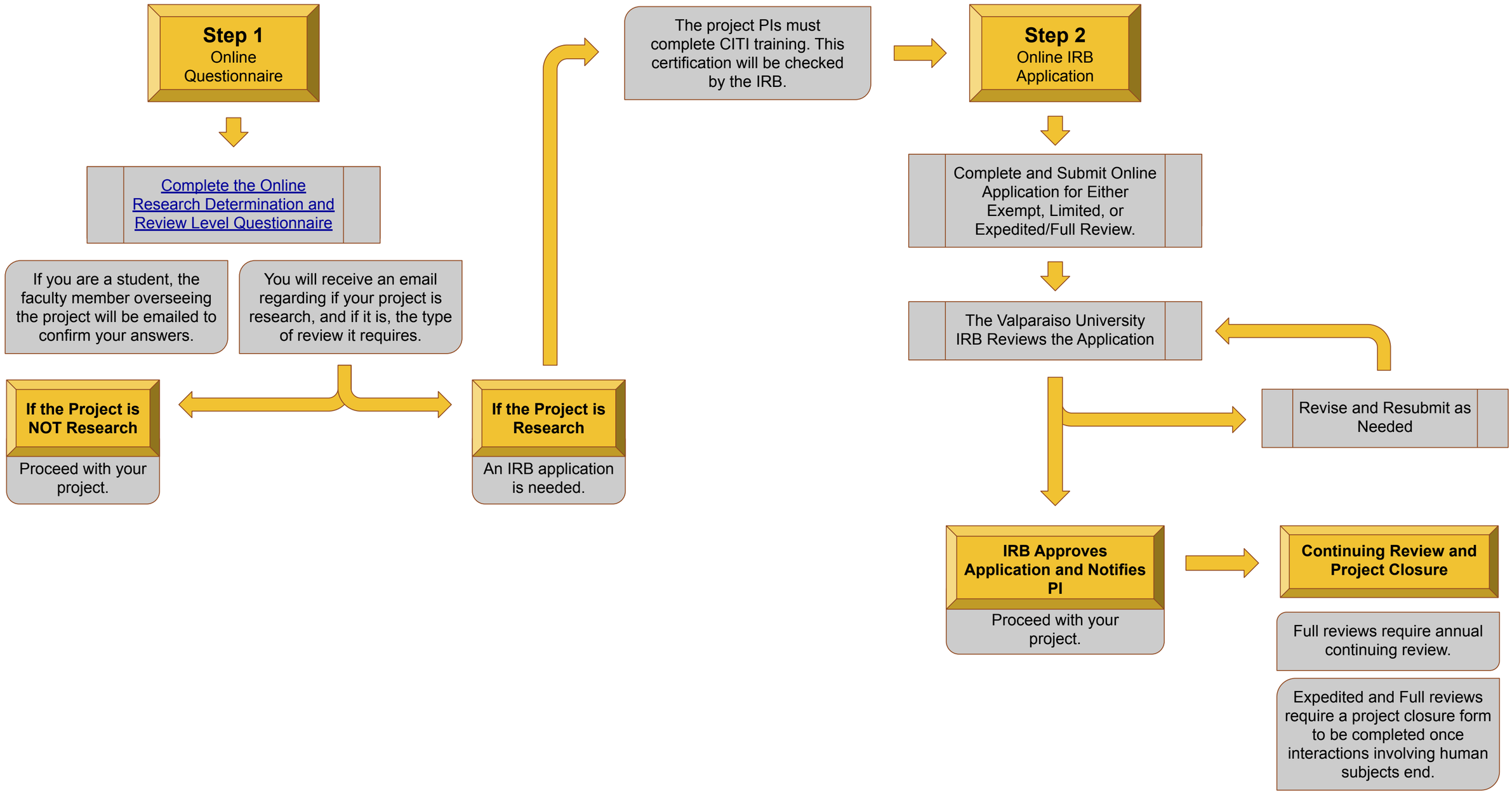IRB REVIEW PROCESS