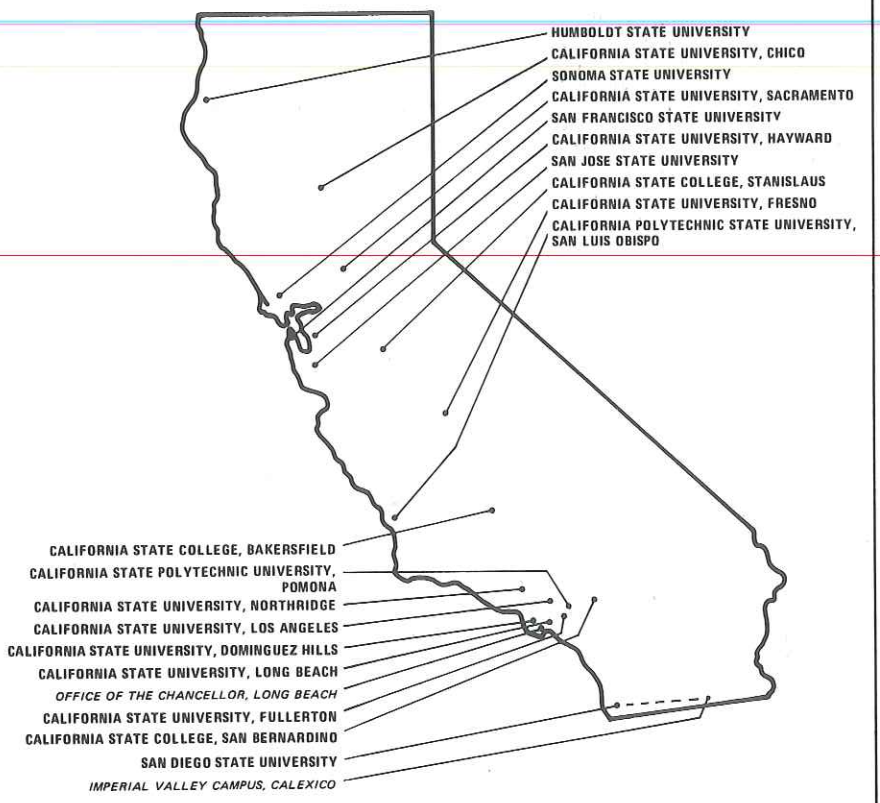THE CALIFORNIA STATE UNIVERSITY AND COLLEGES