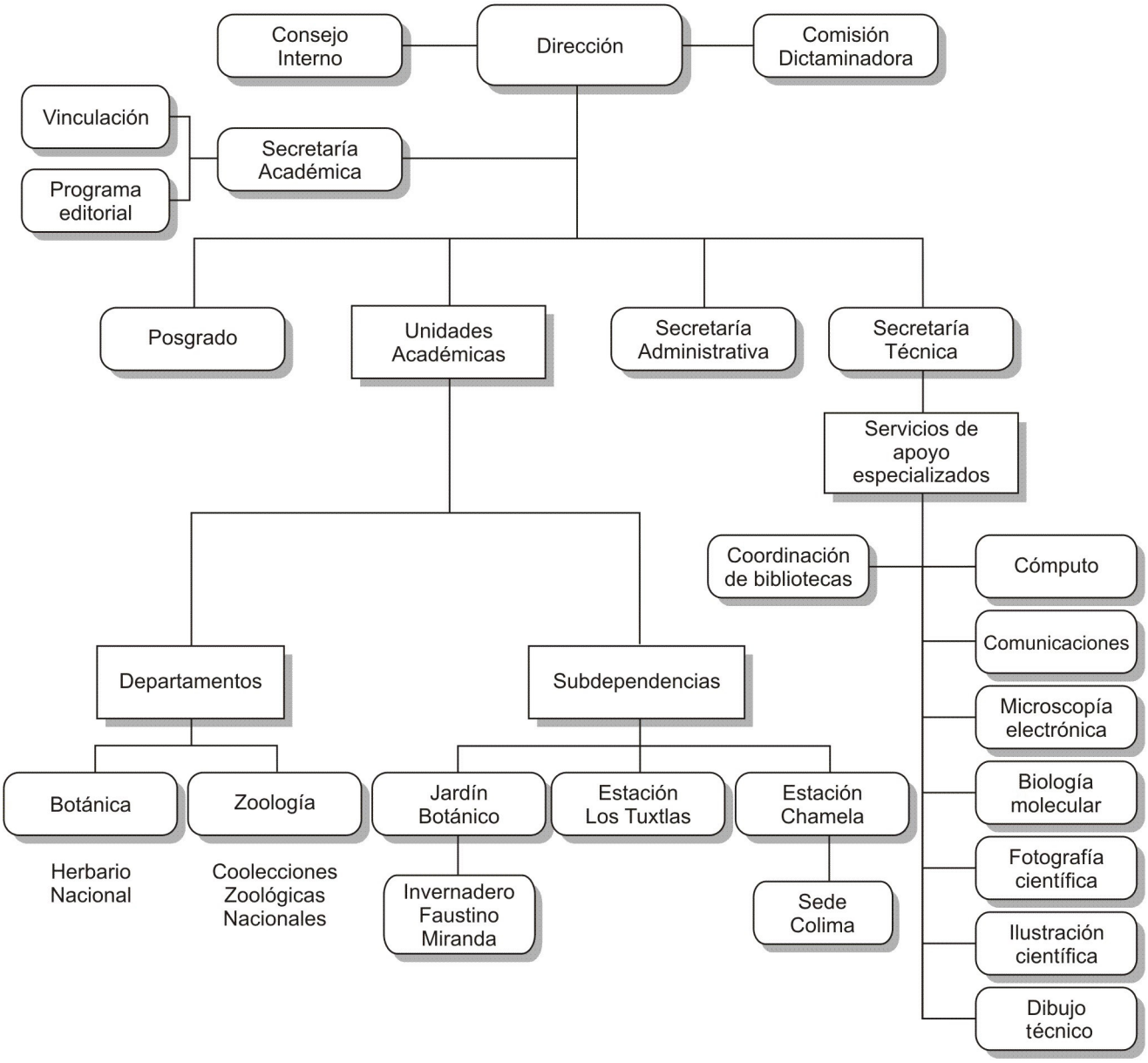ORGANIZACIÓN ACADÉMICA