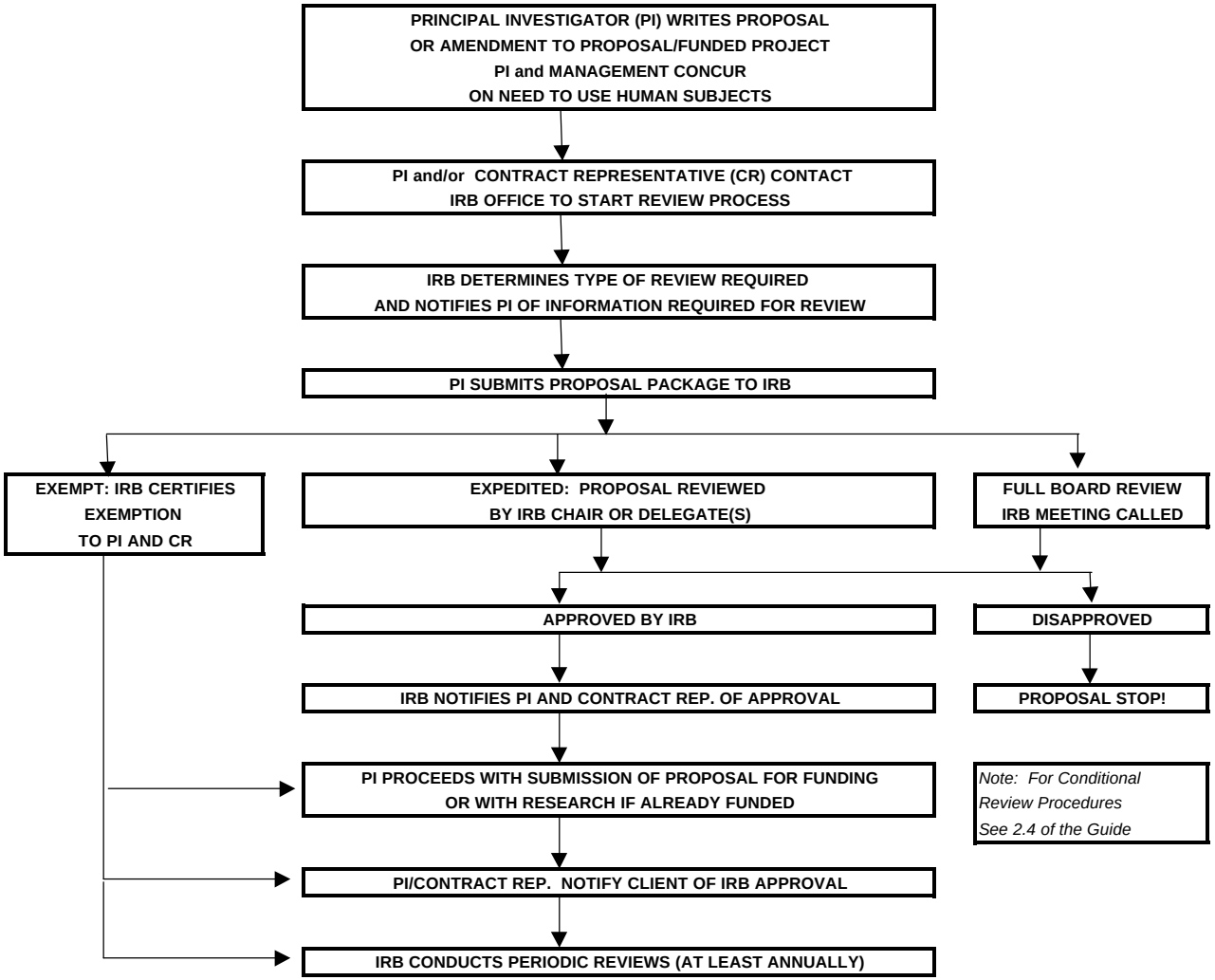Initiating and Managing Human Subjects Research