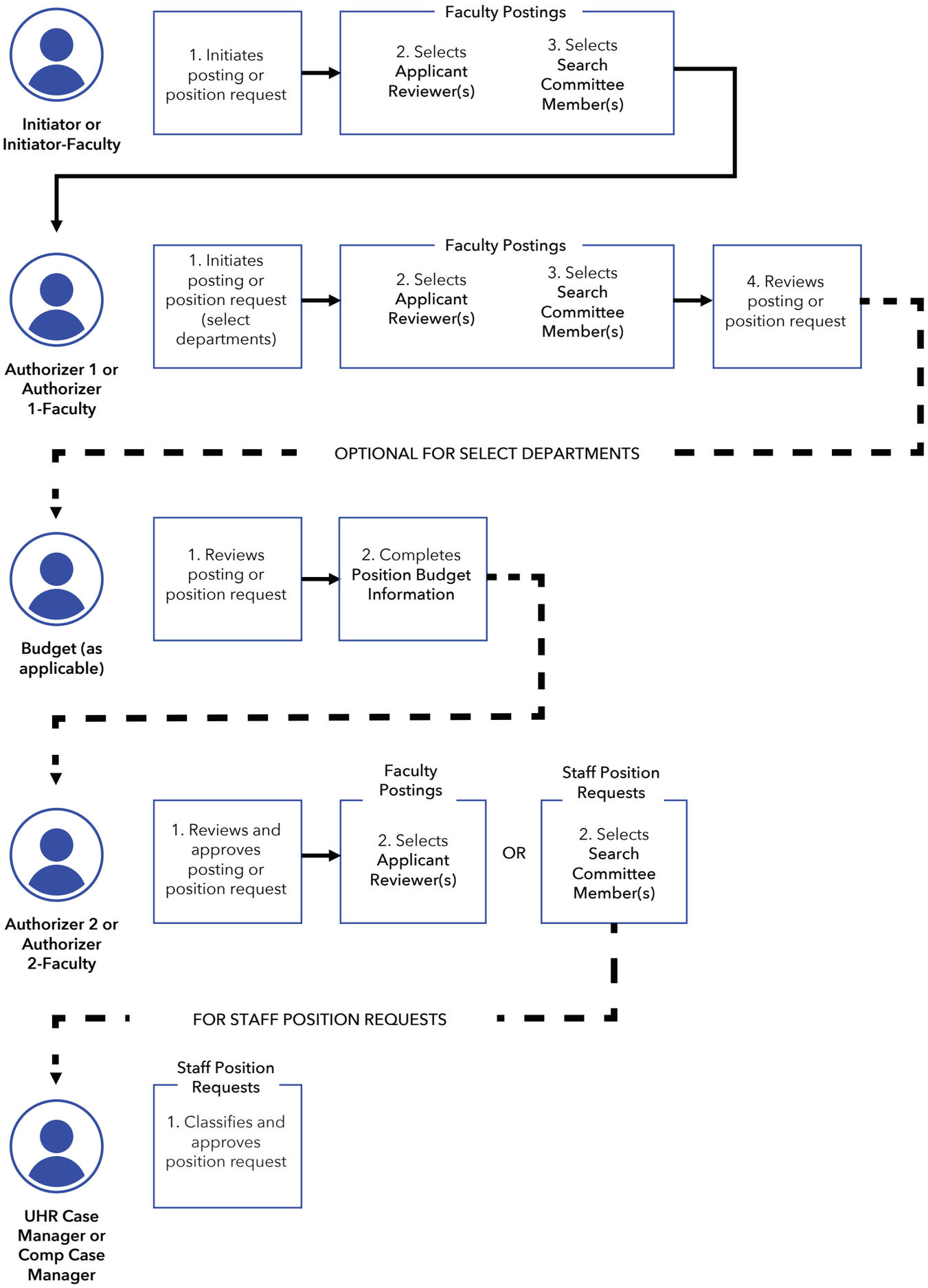Rutgers Recruitment, Onboarding and Classification System (ROCS) Workflow