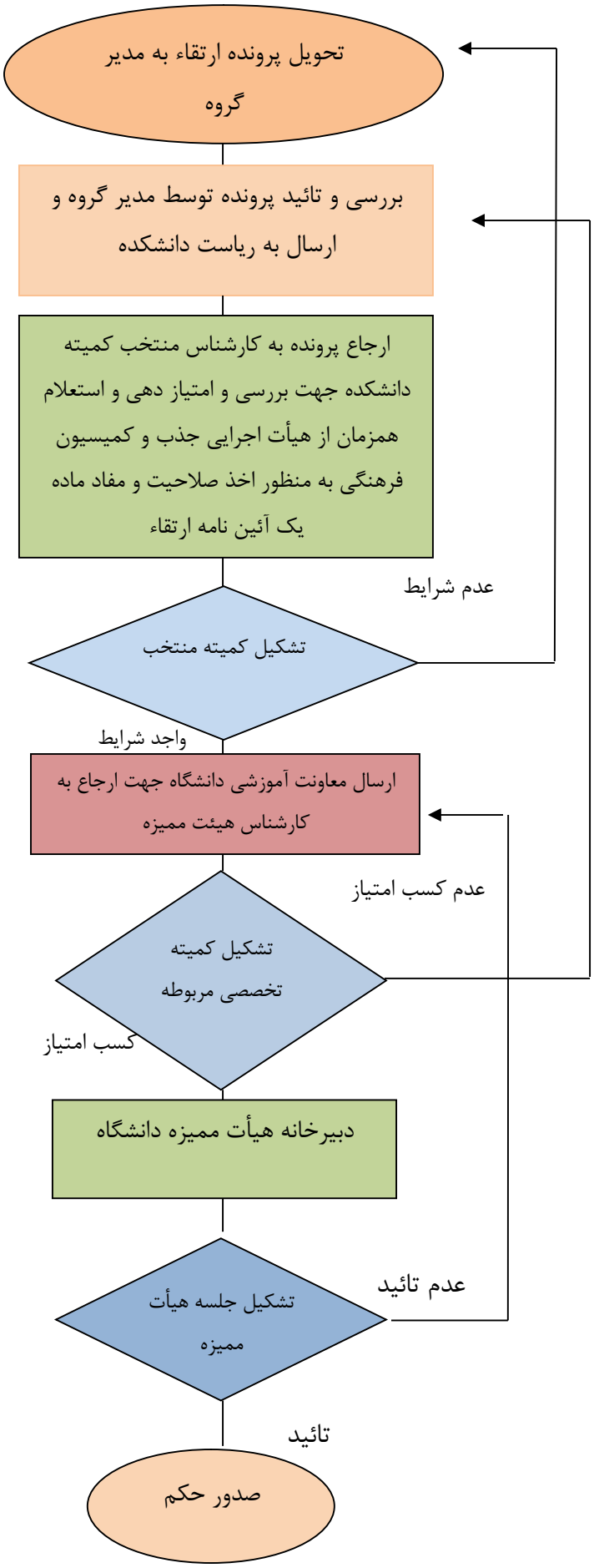فرآیند ارتقاء اعضاء هیأت علمی آموزشی