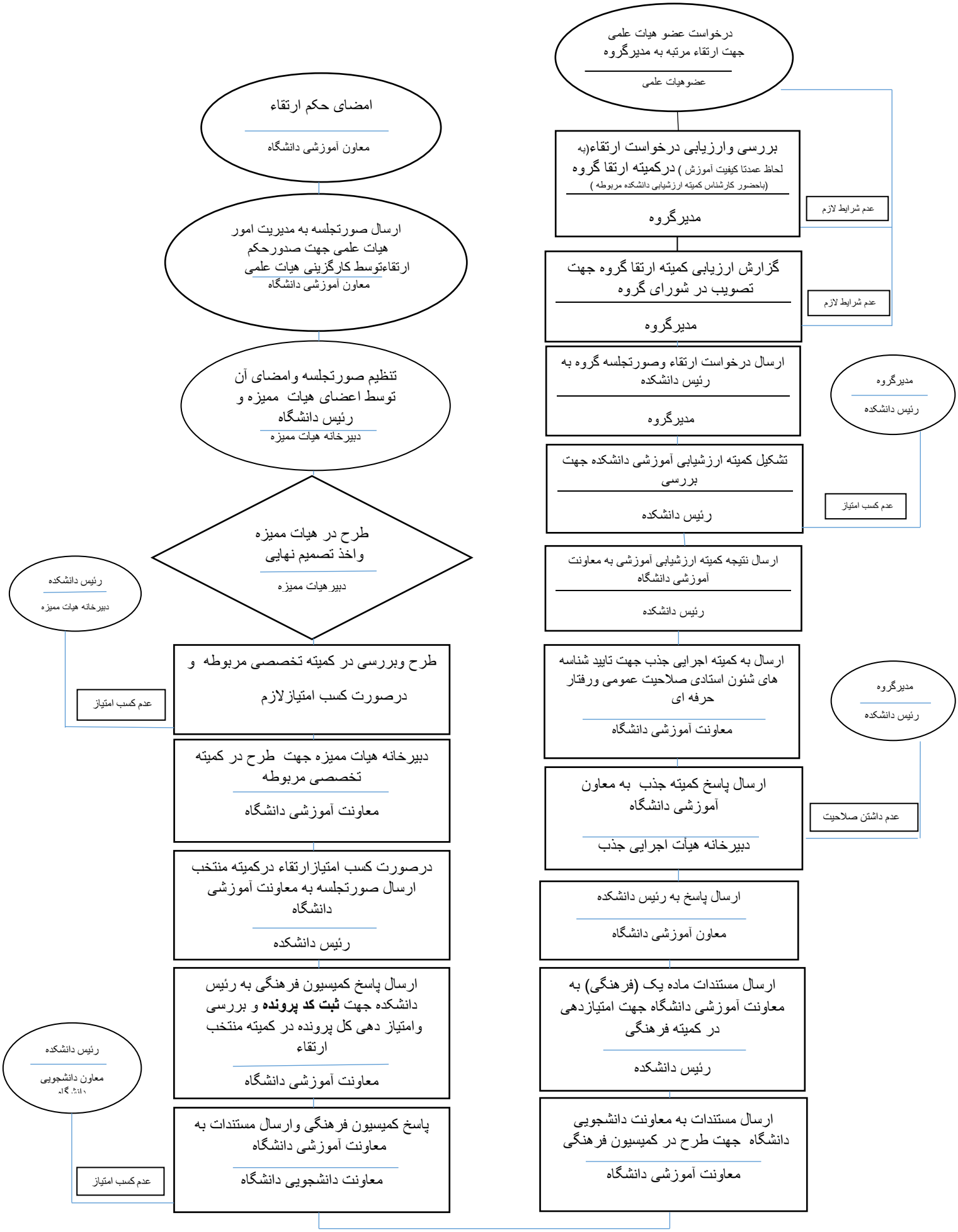فرآیند نهایی ارتقاء هیأت علمی