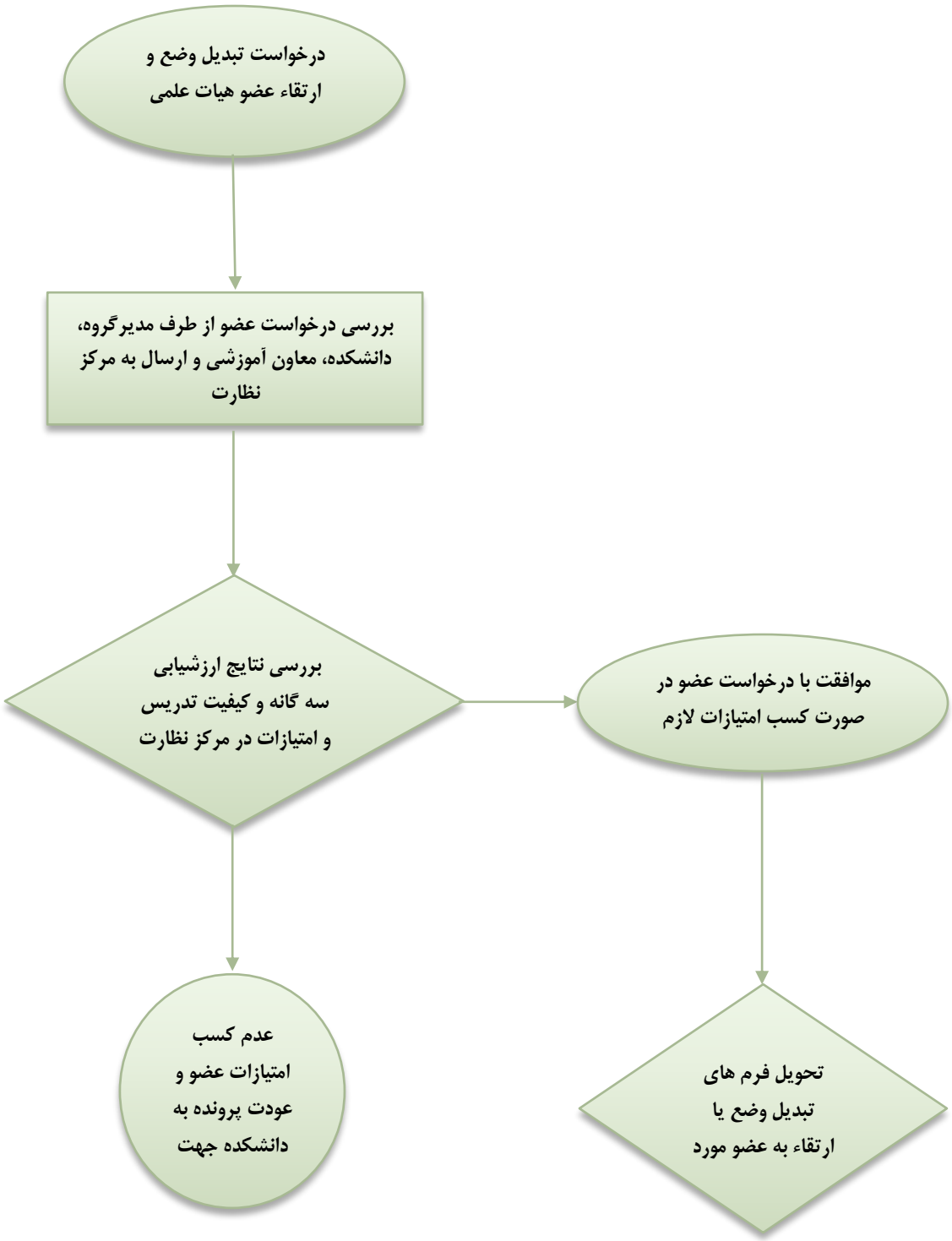فرآیند تبدیل وضع و ارتقاء اعضا هیئت علمی