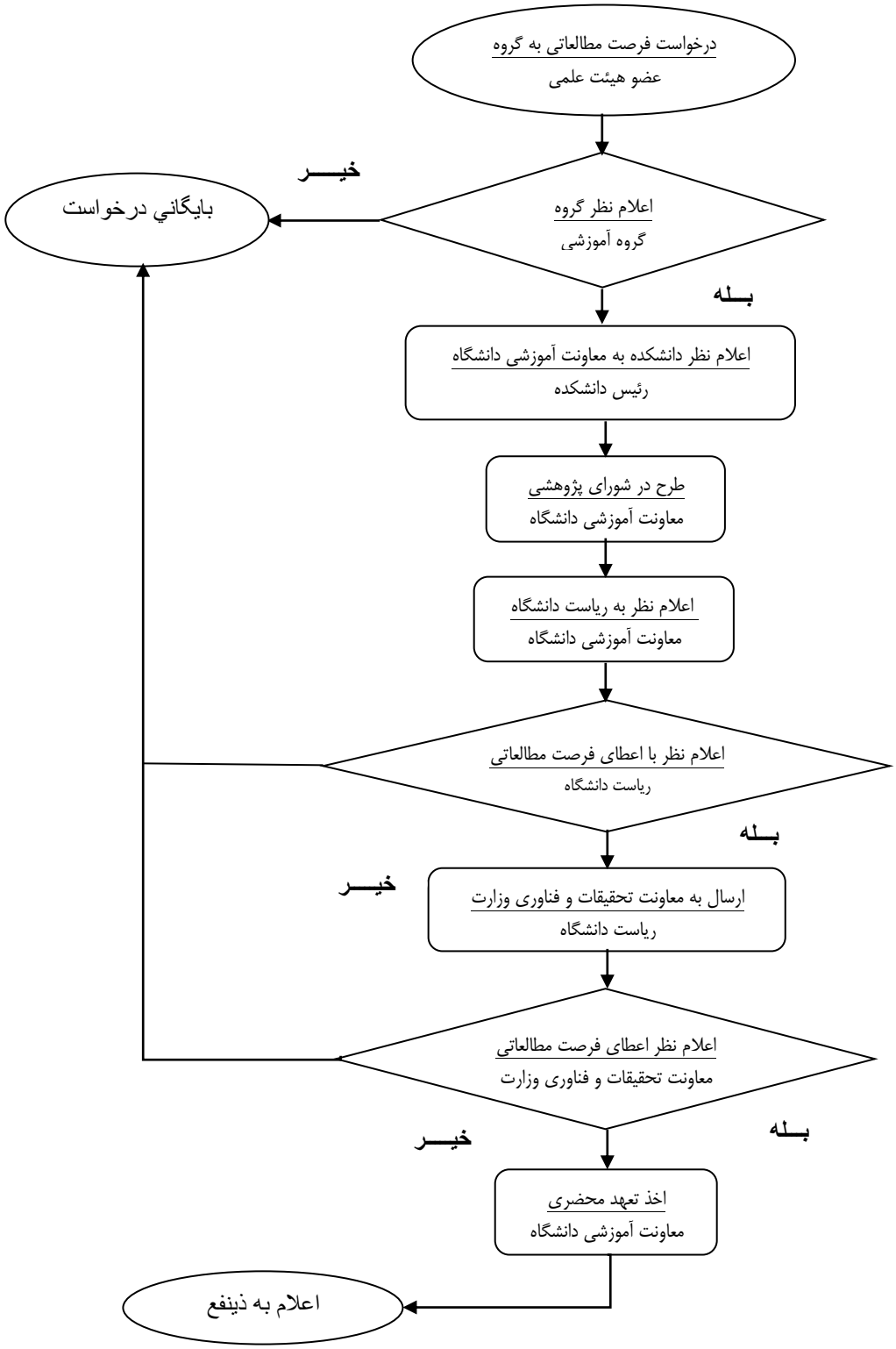فرآیند فرصت مطالعاتی اعضای هیئت علمی