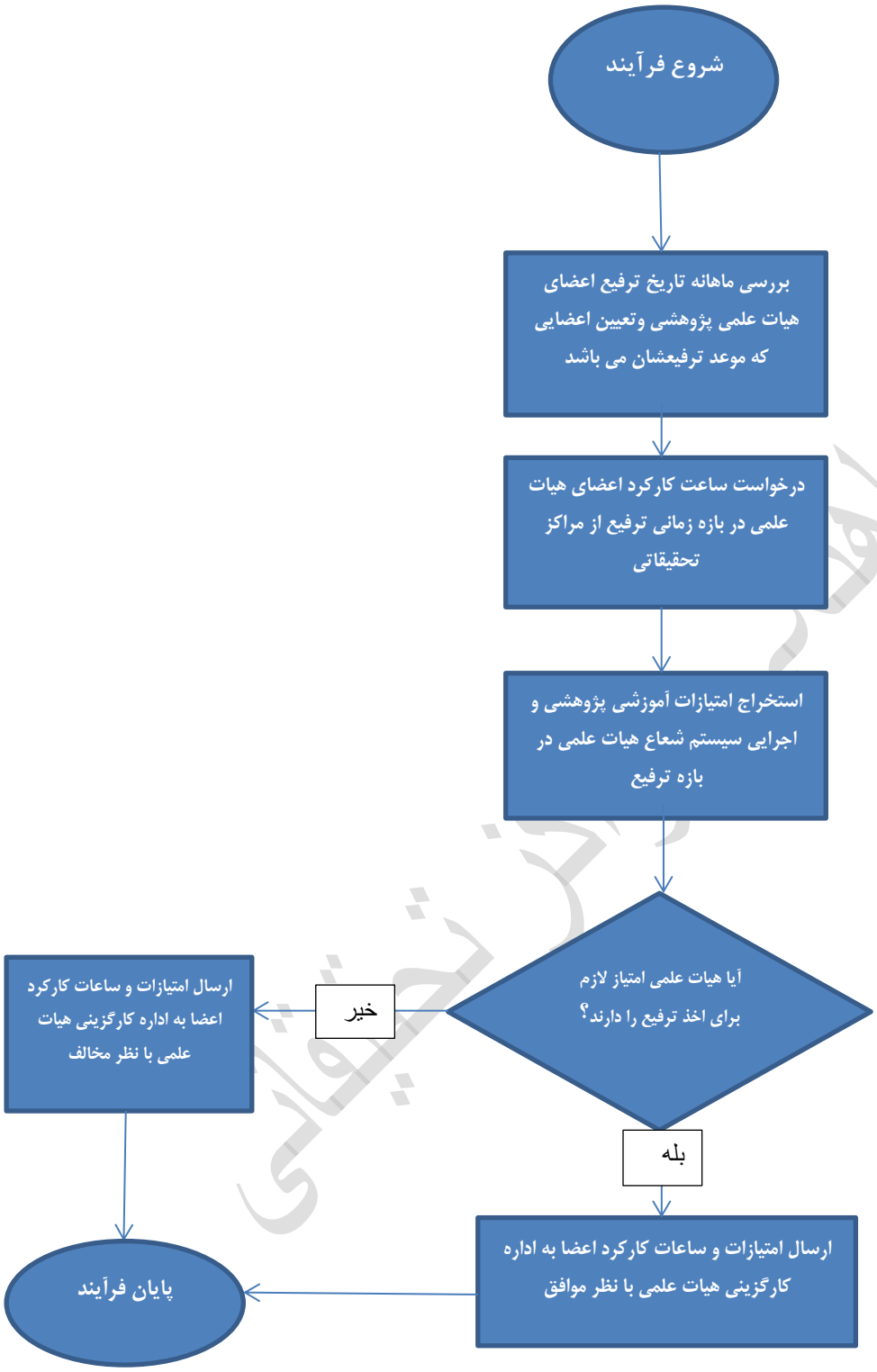فرآیند ترفیع هیات علمی پژوهشی