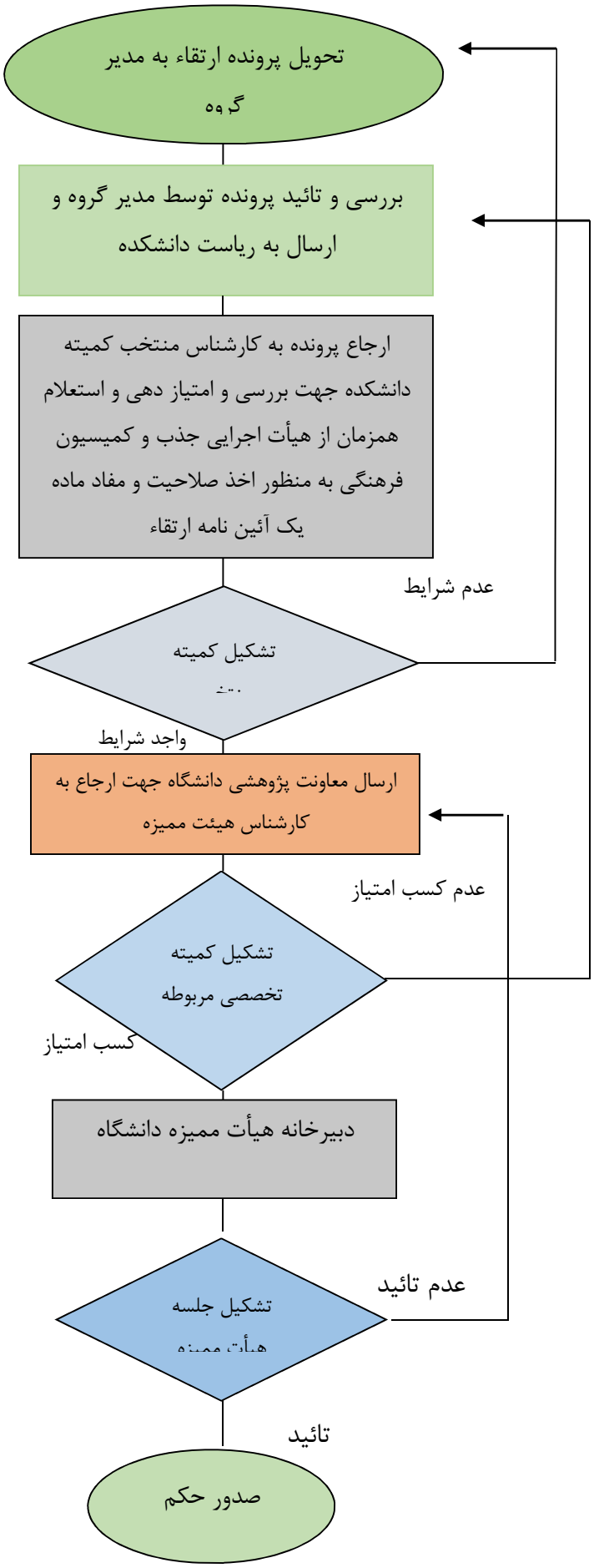فرآیند ارتقاء اعضاء هیأت علمی پژوهشی