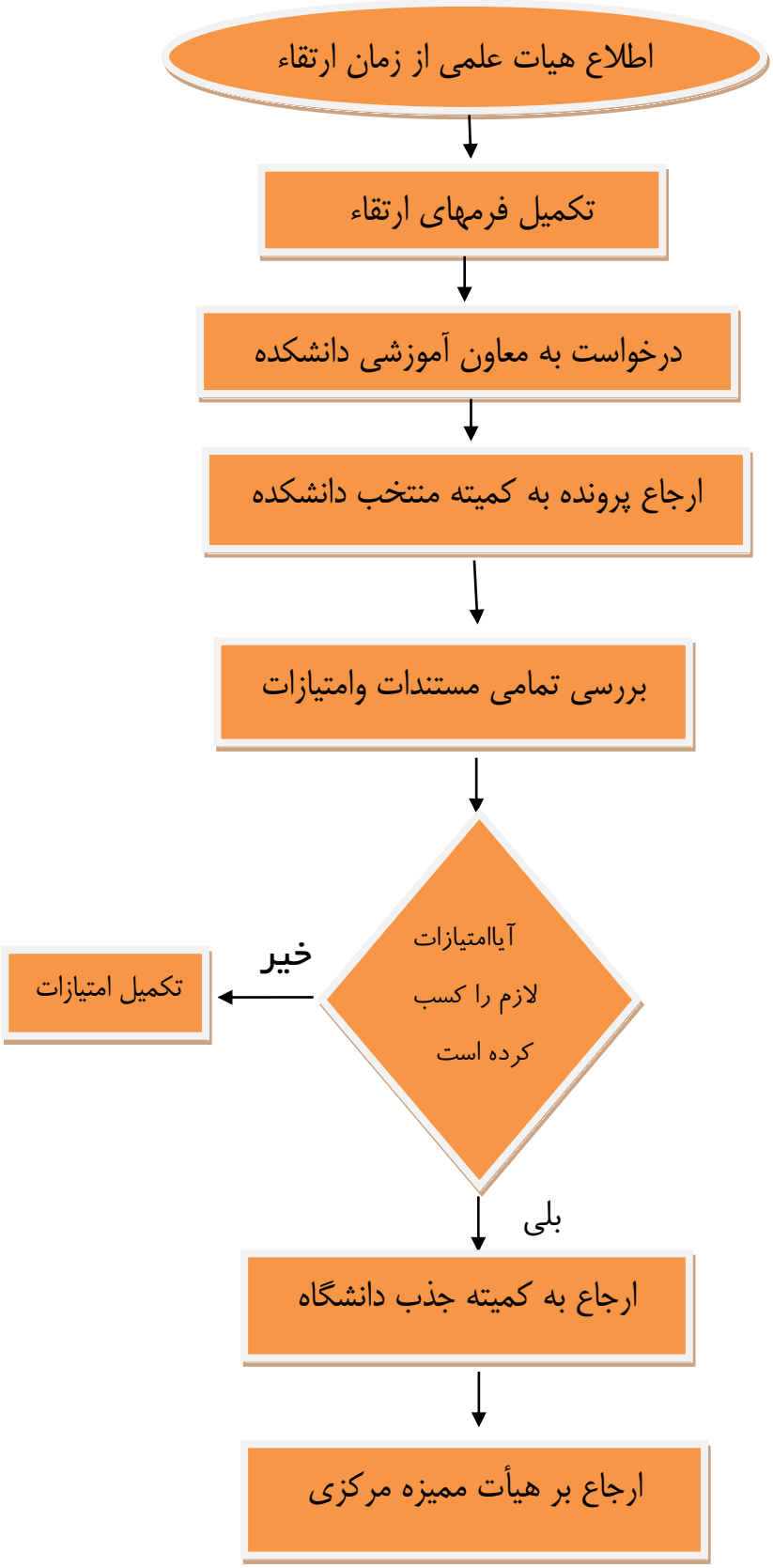نوع فرآیند:	فرآیند ارتقاءاعضاءهیأت علمی