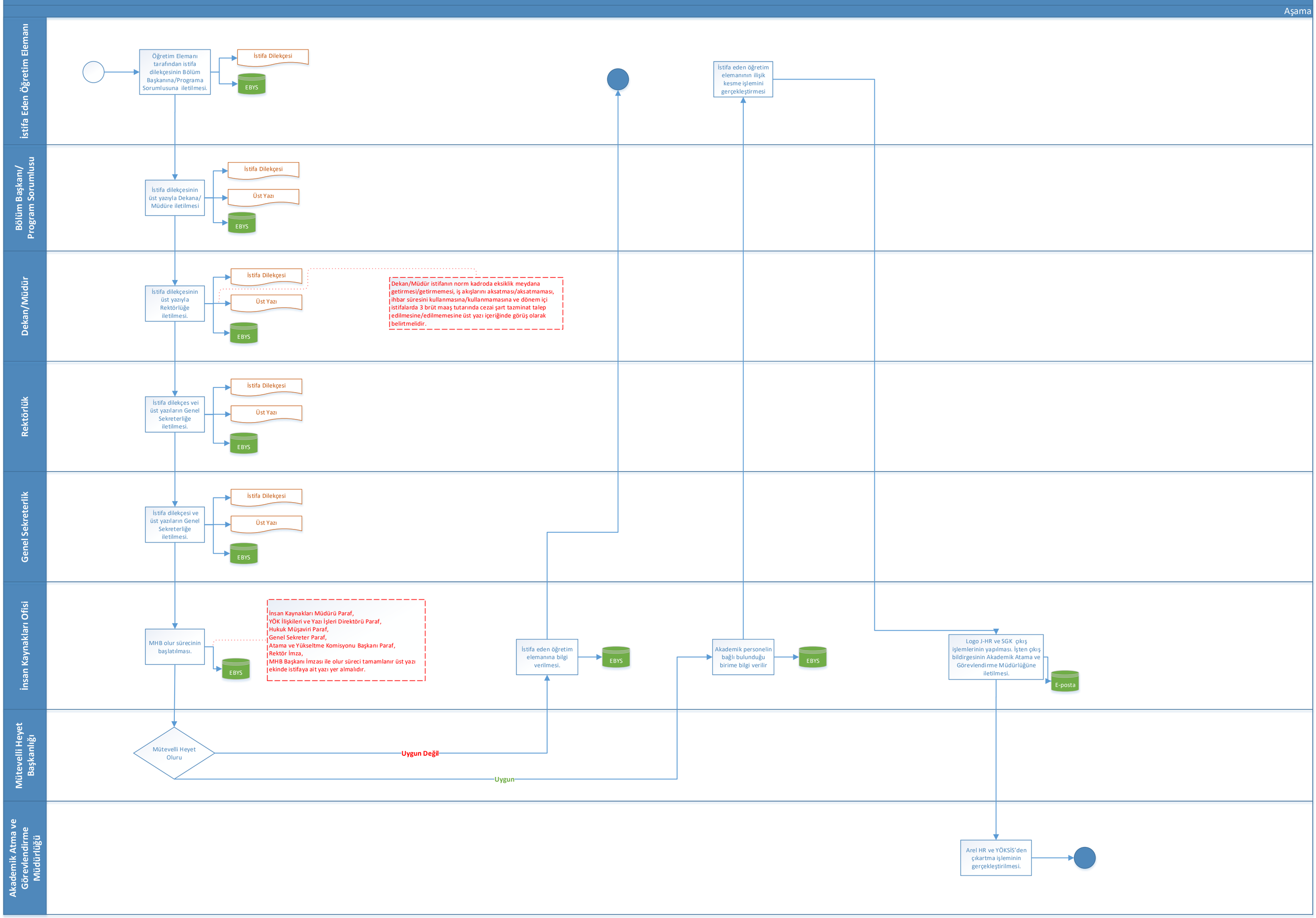İA.İKM.004.AKADEMİK PERSONEL İSTİFA SÜRECİ İŞ AKIŞI