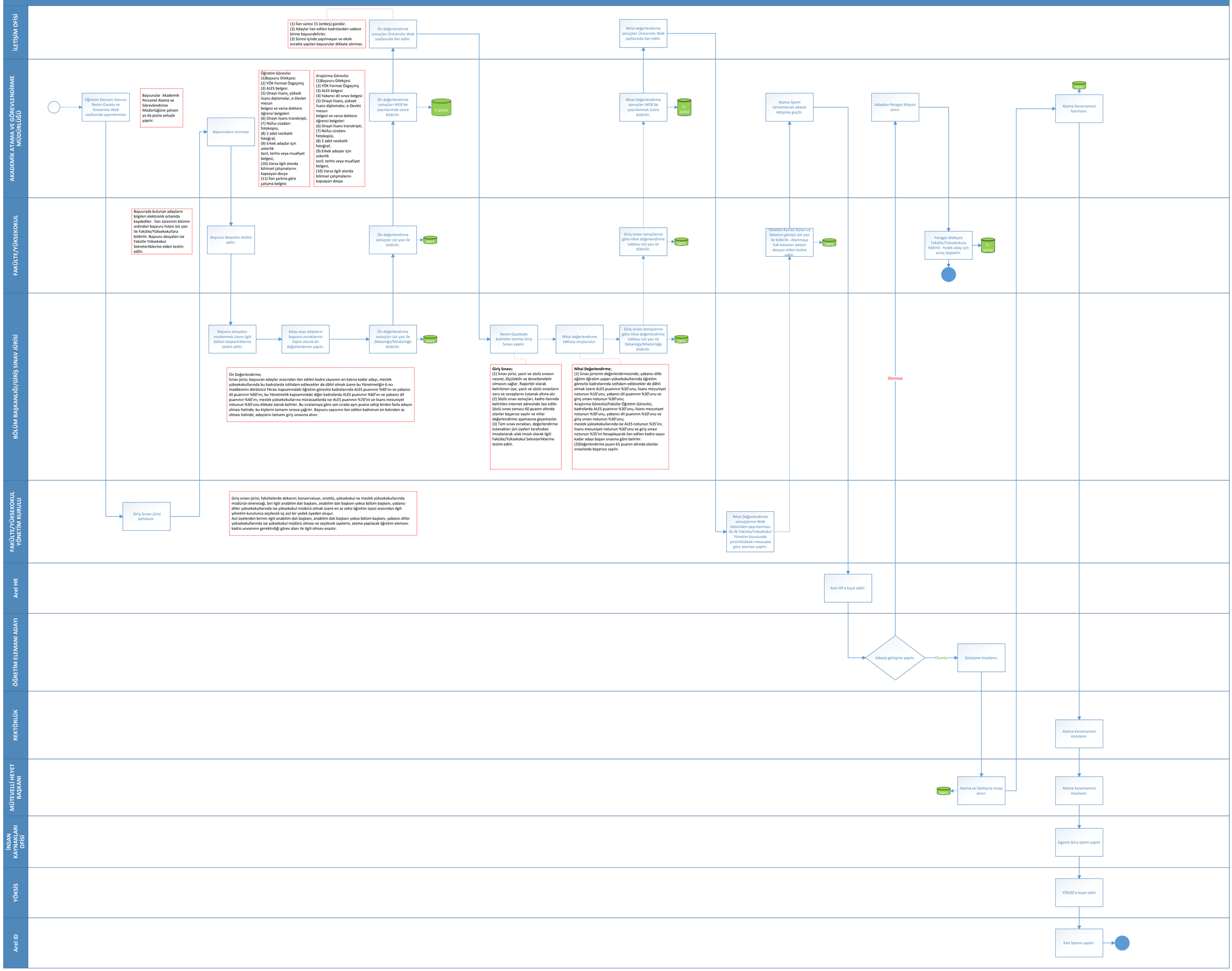ÖĞRETİM ÜYESİ ATAMA SÜRECİ İŞ AKIŞI