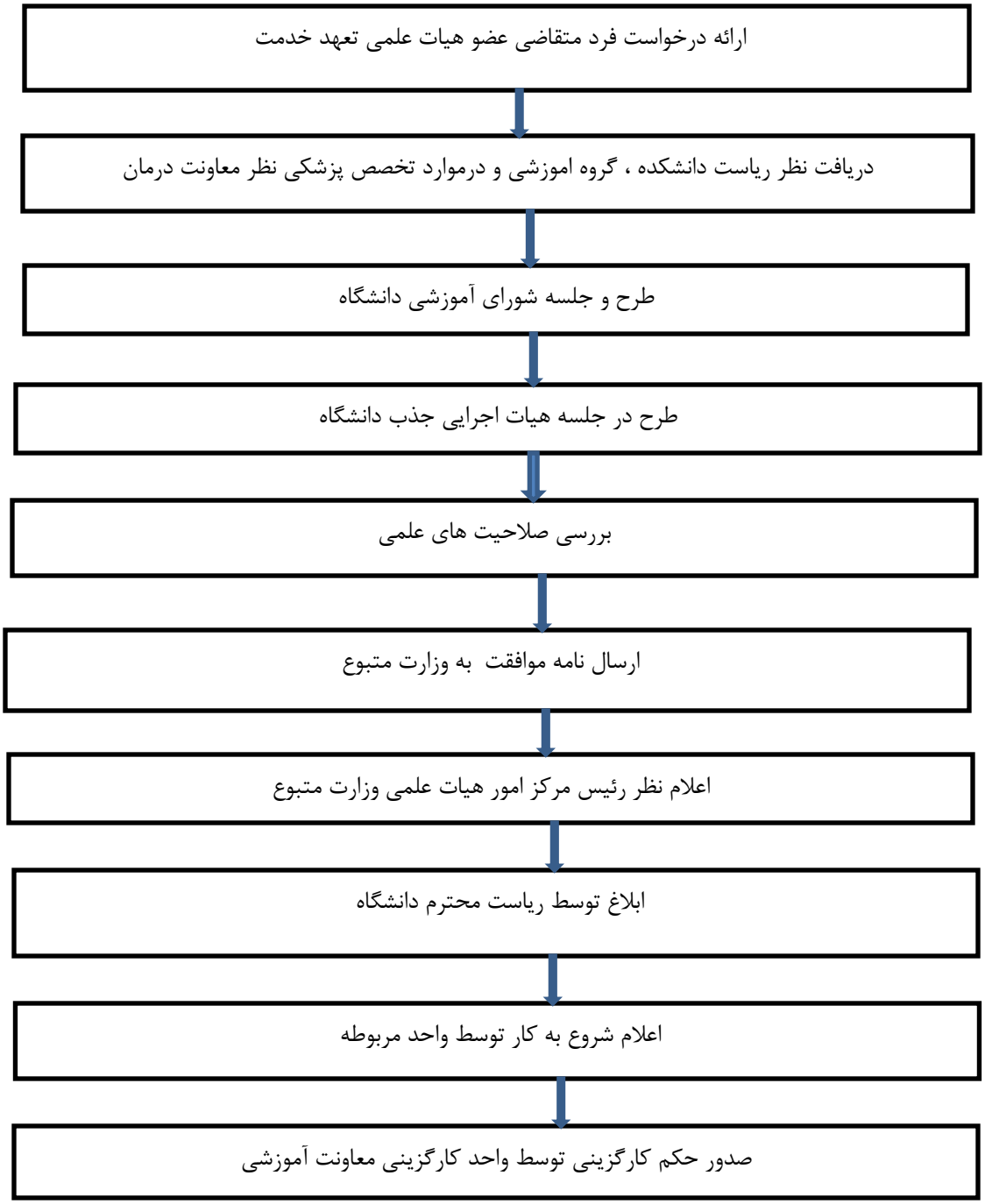فرآیند جذب هیات علمی تعهد خدمت :