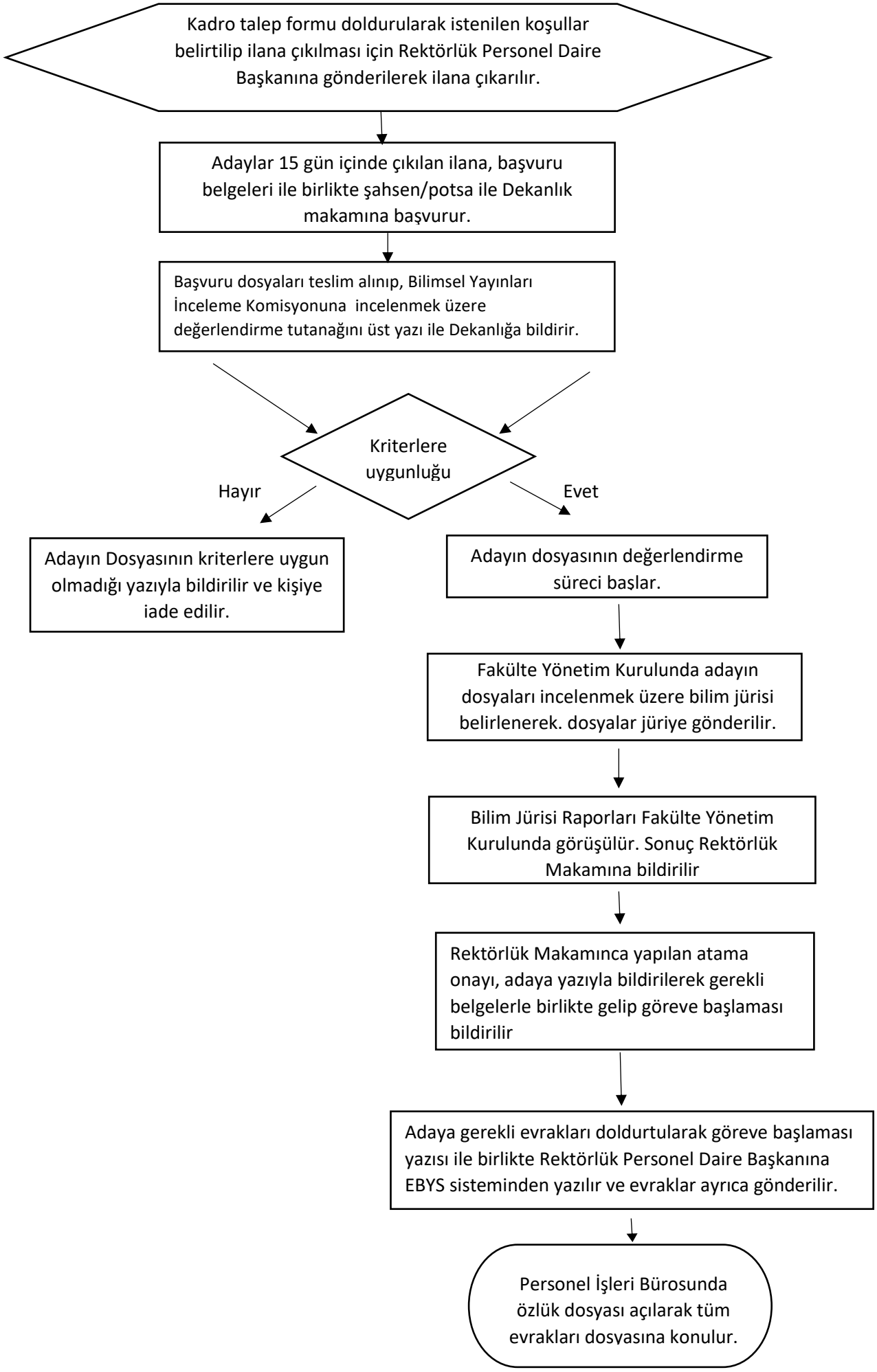DOKTOR ÖĞRETİM ÜYESİ ATAMA SÜRECİ İŞ AKIŞ ŞEMASI