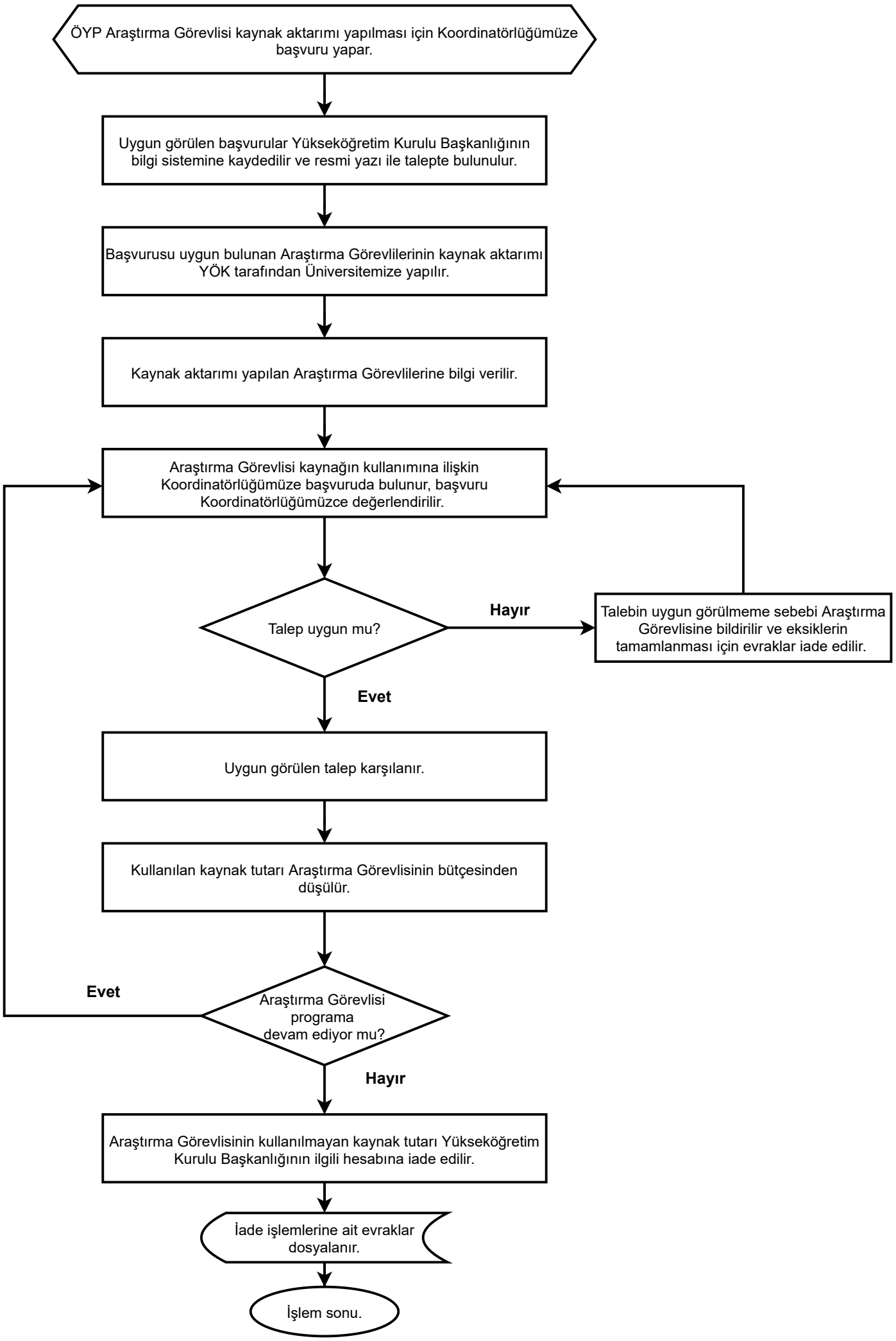ÖĞRETİM ELEMEANI YETİŞTİRME PROGRAMI İŞ AKIŞ SÜRECİ