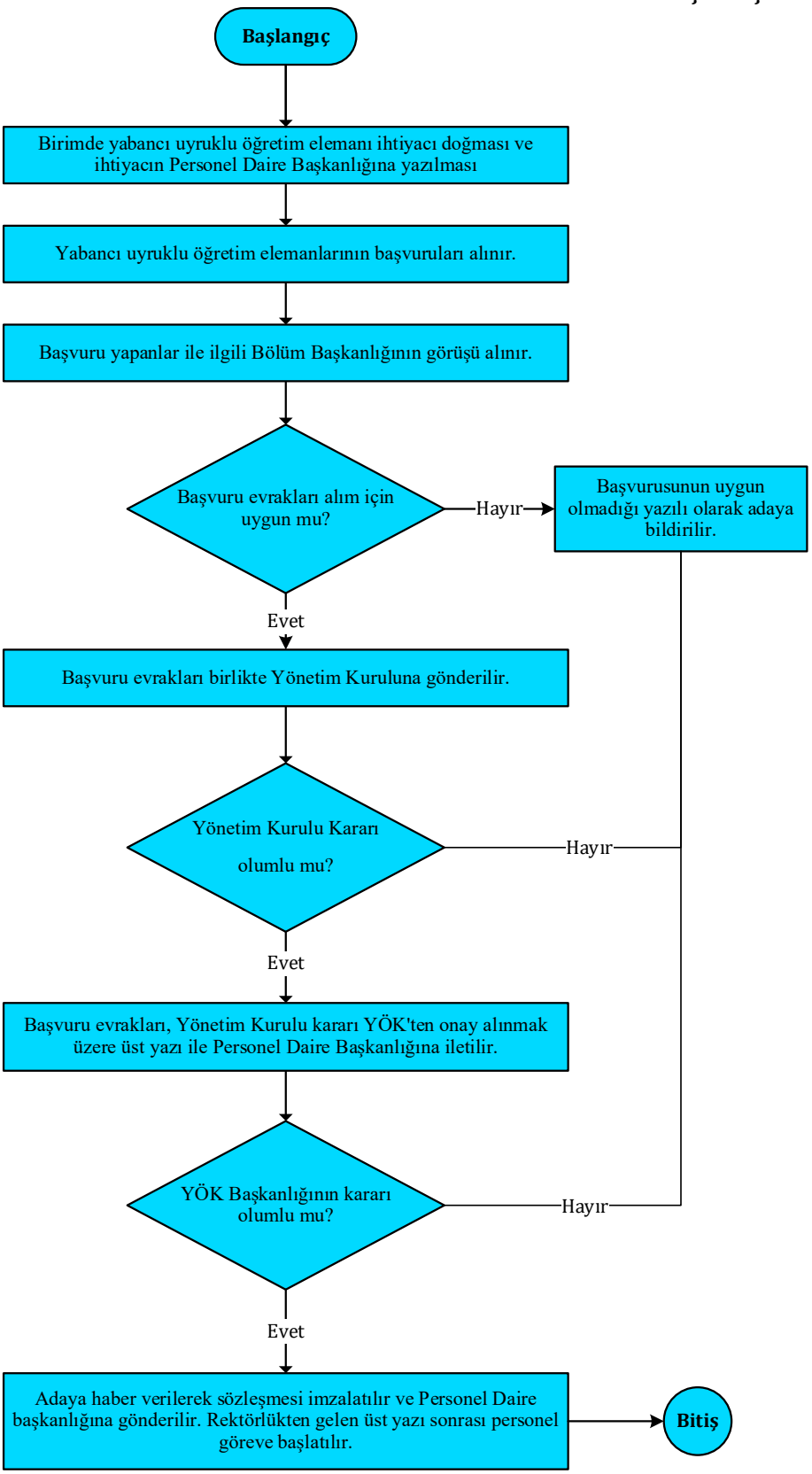YABANCI UYRUKLU ÖĞRETİM ELEMANI ALIMI SÜRECİ İŞ AKIŞI