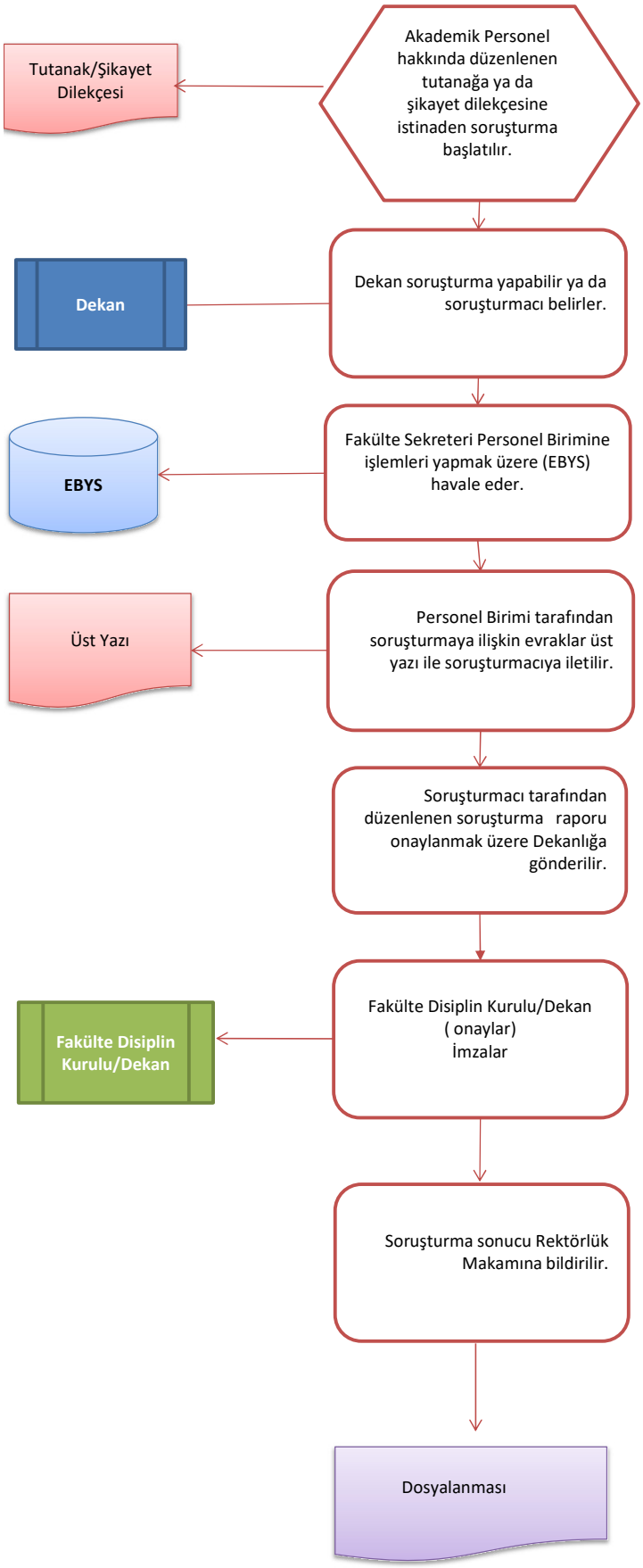AKADEMİK PERSONEL SORUŞTURMASI