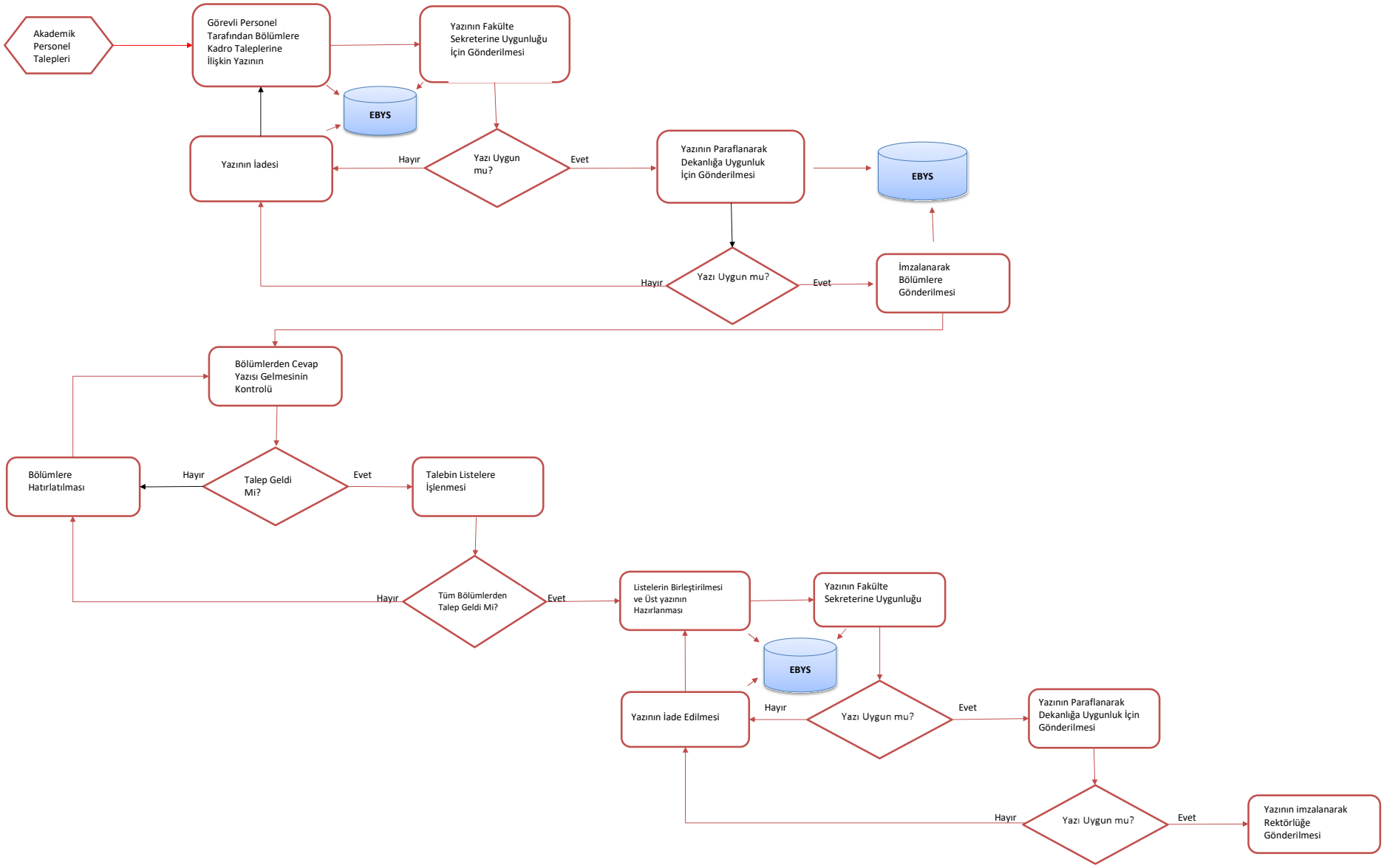Akademik Personel Taleplerinin Toplanması İçin İş Akış Diyagramı