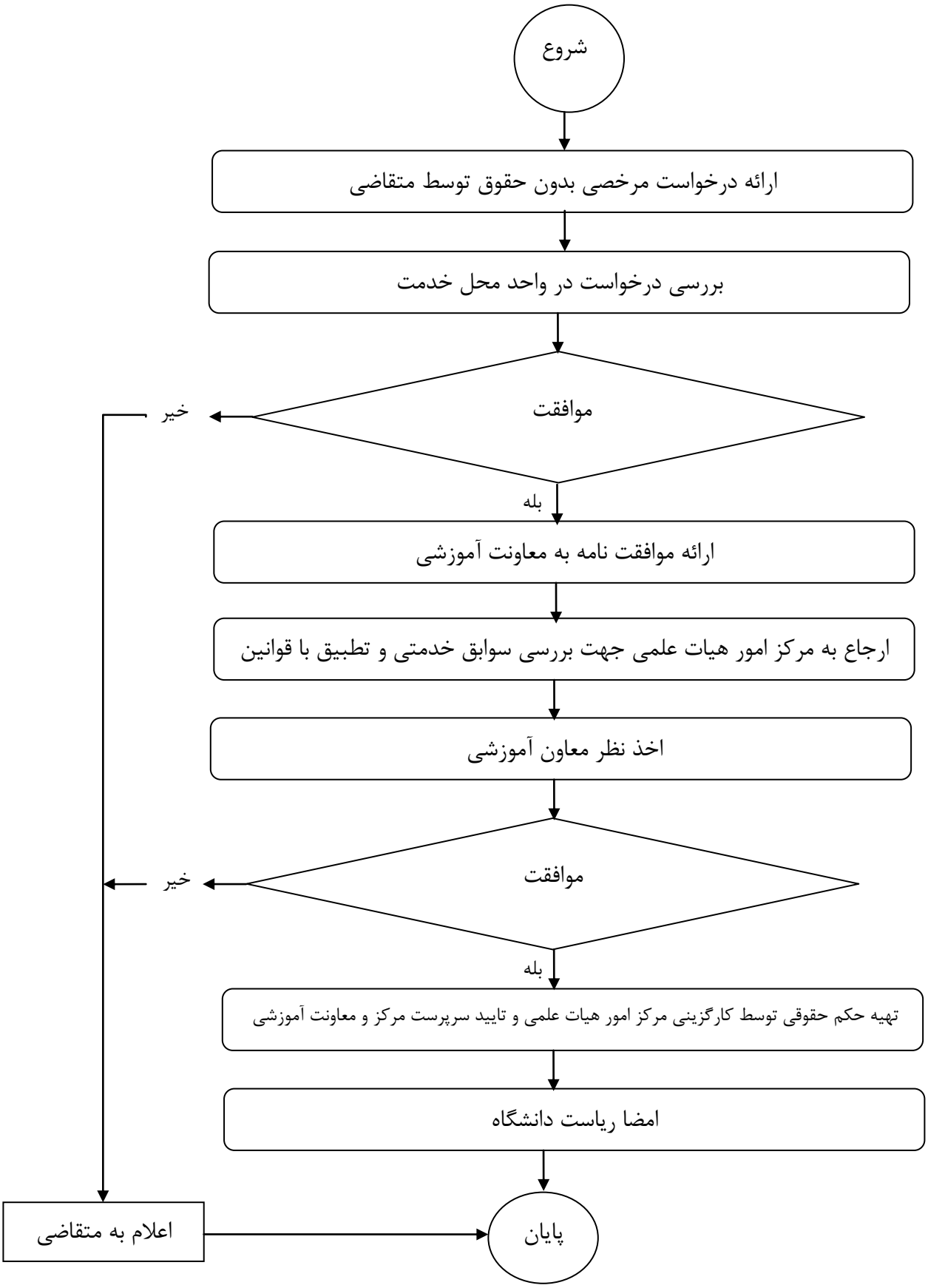مرخصی بدون حقوق هیات علمی