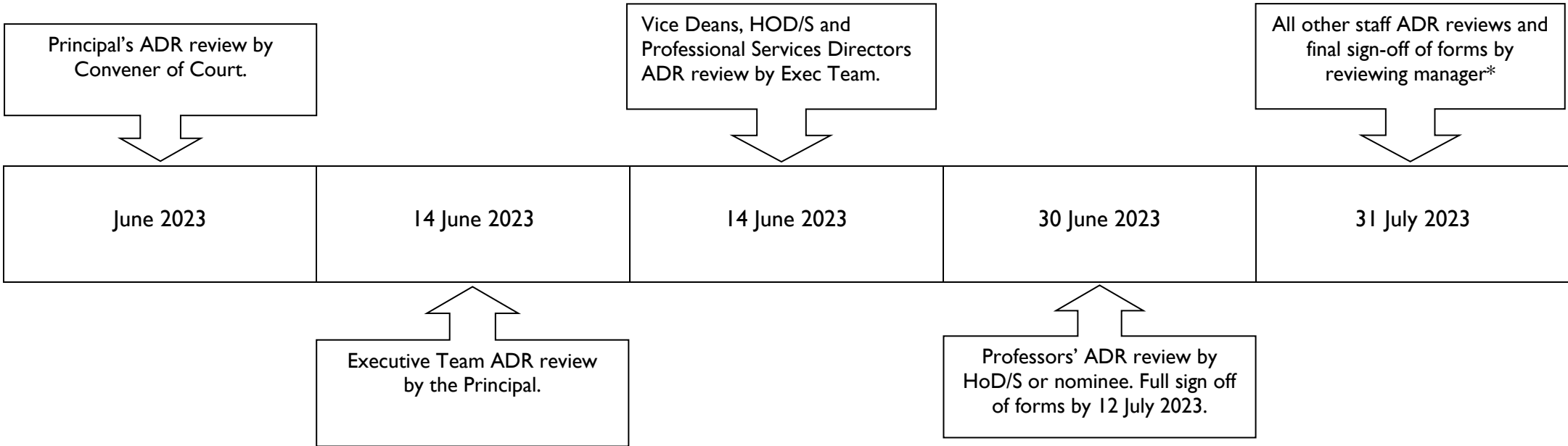


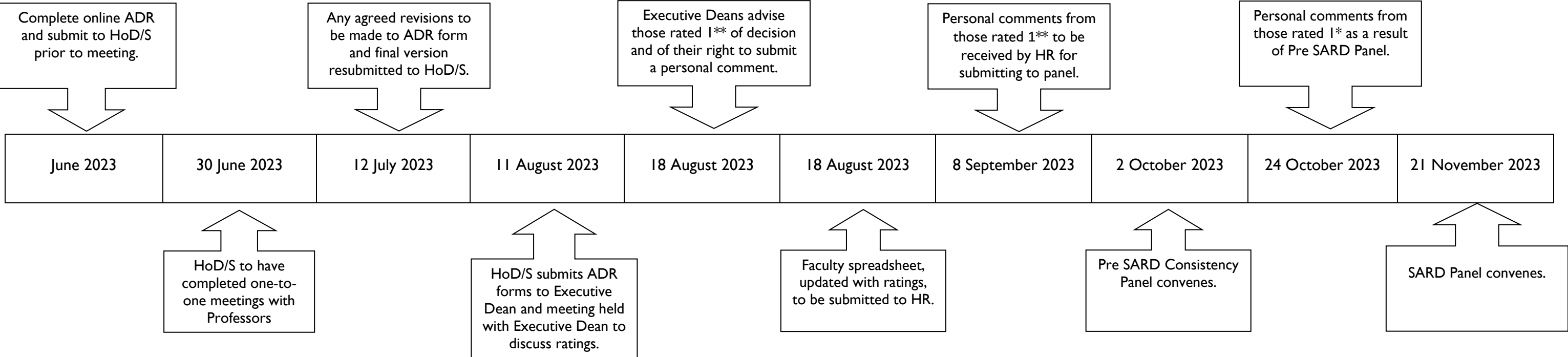
Accountability & Development Review (ADR) and Associated Procedures Timeline

All Staff – ADR Completion Dates 2023



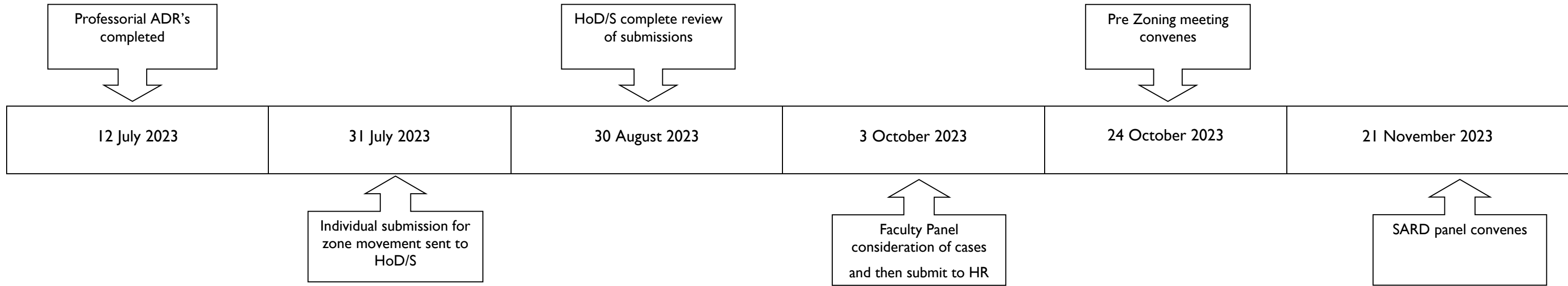
* note timescale below for Academic promotion cases.

Senior Academic Review & Development (SARD) Panel 2023 (Review of Contribution)



** a 1 rating is where an individual “does not meet expectations”.

Senior Academic Review & Development (SARD) Panel 2023 (Zone Progression)



Academic Professional Appointments Panel (APAP) Autumn 2023

