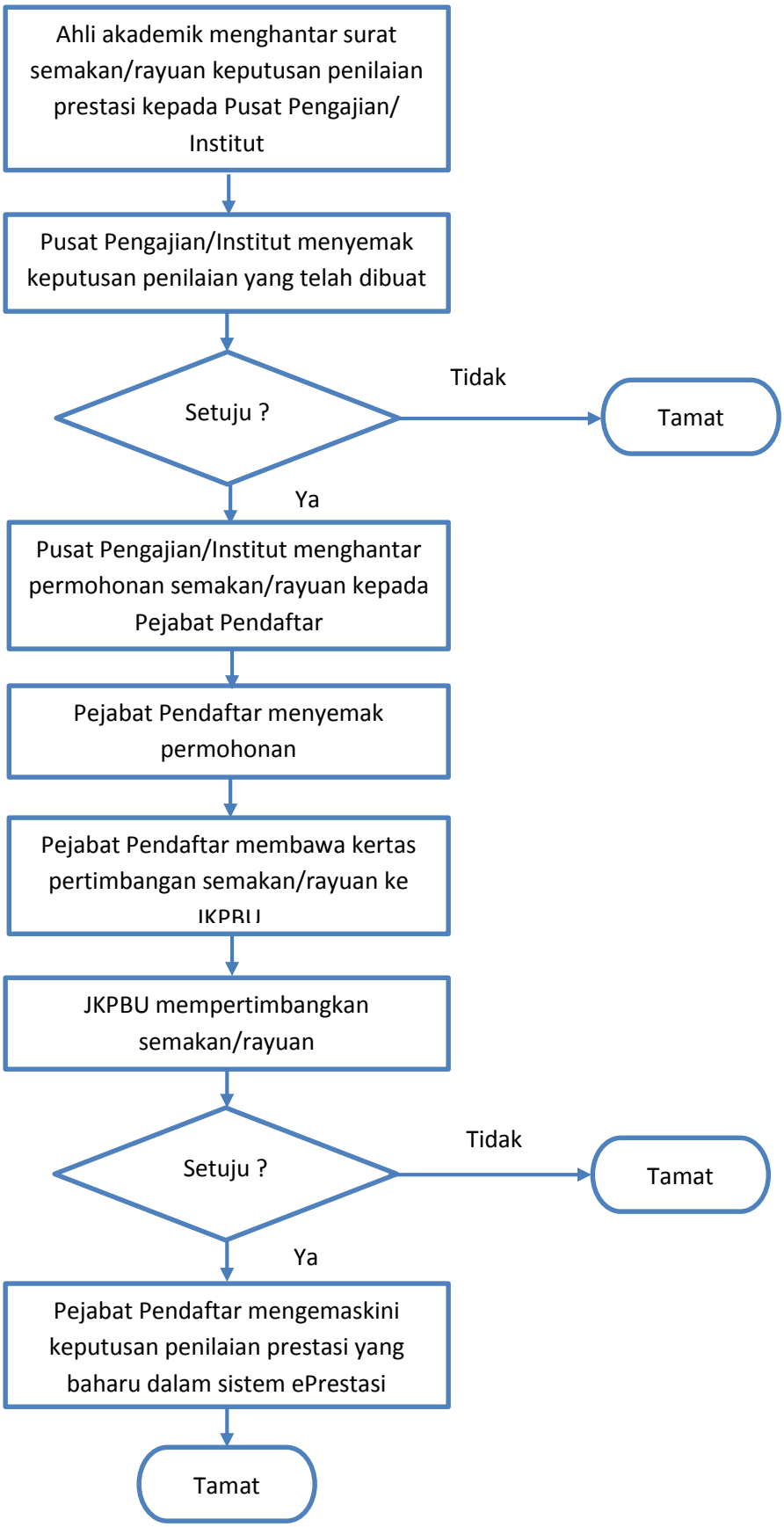PROSEDUR SEMAKAN/RAYUAN KEPUTUSAN PENILAIAN PRESTASI TAHUNAN AHLI AKADEMIK