**LSTM DORA Principles Implementation Plan – February 2022**

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| **Activity** | **Timeline** | **Responsibility** | **Progress** |
| 1. Communicate the DORA principles and LSTM’s commitment to these via staff briefings covering:
* An overview of DORA and LSTM’s plans to meet the principles.
* The expectations and methods of assessing of the performance of academic colleagues at LSTM.
* How academic outputs are scored at LSTM.
 | By December 2021Ongoing via recordings on LSTM Learns | Dean Research Culture and Integrity | Presentations to all academic departments given in June 2021 Recording of talk is available on Research Culture intranet site |
| 1. Ensure LSTM’s approach to academic contributions is available to candidates in our:
* Recruitment process through our LSTM website.
* Promotions process through our internal intranet.
 | By March 2021 | Senior HR Manager (OD & Engagement) | Academic promotions and career track guidance has been updated. The approach to academic contributions is available on <https://www.lstmed.ac.uk/careers> for external candidates and <https://lstmed.sharepoint.com/Departments/HR/Pages/Policies-and-Procedures.aspx> for internal promotions candidates. |
| 1. Review our recruitment processes to ensure DORA principles are built into the assessment of candidates.
 | By August 2021, in line with our new recruitment system implementation | Senior Recruitment Manager | Delayed due to delays in implementation of new system; now scheduled by June 2022 |
| 1. Review our promotion processes to ensure that DORA principles are built into the assessment of candidates.
 | By June 2021 | Senior HR Manager (OD & Engagement)  | Ongoing. Promotion procedures updated to include feedback from Reading Panels on quality of research outputs; working group established to consider how to record and measure contributions to knowledge exchange/impact with pilot to be implemented in summer 2022 |
| 1. Update our Freedom to Speak Up portal to refer to the principles of DORA
 | By March 2021 | Safeguarding Lead | [Freedom to Speak Up page](https://lstmed.sharepoint.com/Safeguarding/Pages/Freedom-To-Speak-Up.aspx) now includes an option for ‘*Evaluation of a researcher or research outputs contravening the DOR A Principles’* in the Staff conduct, behaviour and wellbeing section. |
| 1. Ensure that LSTM’s progress towards the principles is reported on our LSTM website.
 | Annually from January 2022 | Dean Research Culture Integrity | Last updated March 2022 |