

## LSTM DORA Principles Implementation Plan – March 2024

Activity	Timeline	Responsibility	Progress (March 24)
<p>1. Communicate the DORA principles and LSTM's commitment to these via staff briefings covering:</p> <ul style="list-style-type: none"> <li>- An overview of DORA and LSTM's plans to meet the principles.</li> <li>- The expectations and methods of assessing of the performance of academic colleagues at LSTM.</li> <li>- How academic outputs are scored at LSTM.</li> </ul>	<p>Initiated 2021. Ongoing communication</p>	<p>Dean of Research Culture and Integrity</p>	<p>Presentations to all academic departments given in June 2021</p> <p>Presentation as part of annual Research Group Leader Seminars given in March 2024</p> <p>Key information and presentation available on Research Culture intranet site – updated March 2024</p> <p>DORA principles embedded in Academic Performance Management Policy (updated November 2023)</p>
<p>2. Ensure LSTM's approach to academic contributions is available to candidates in our:</p> <ul style="list-style-type: none"> <li>- Recruitment process through our LSTM website.</li> <li>- Promotions process through our internal intranet.</li> </ul>	<p>By March 2021</p>	<p>Senior HR Manager (Head of Talent and Capability )</p>	<p>External careers page to be updated in short term (April/May 2024) and replaced with full of website (late 2024/early 2025)</p> <p>Information on promotions processes and criteria available on intranet</p> <p>Information on research culture and support to research staff to be included in recruitment brochure (summer 2024)</p>
<p>3. Review our recruitment processes to ensure DORA principles are built into the assessment of candidates.</p>	<p>By August 2021, in line with our new recruitment system implementation</p>	<p>Senior Recruitment Manager</p>	<p>Recruitment policy/process has been revised (March 2024)</p> <p>Training of hiring managers scheduled for Autumn 2024. To include</p>

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4. Review our promotion processes to ensure that DORA principles are built into the assessment of candidates.	By June 2021	Senior HR Manager (Head of Talent and Capability)	Promotion procedures and Career Track Guidance updated to include feedback from Reading Panels on quality of research outputs and expanded to include recognition of Knowledge Exchange Activities
5. Update our Report and Support portal to refer to the principles of DORA	By March 2021	Safeguarding Lead	<a href="#">Report and support page</a> includes 'Evaluation of a researcher or research outputs contravening the DORA Principles' as a reason to raising a concern relating to staff conduct.
6. Ensure that LSTM's progress towards the principles is reported on our LSTM website.	Annually from January 2022	Dean of Research Culture & Integrity	Last updated March 2024