



People Make Academia

 early stage researchers  supervisors





Build Scientific Independence

-  gain autonomy, learn and reinforce academic skills
-  continuous feedback and support, weekly meetings





Manifest a Healthy Research Culture

-  be kind, reflect on values, communicate issues
-  nurture values, tackle issues, take responsibility



Obtain High Quality Scientific Results

-  be organized, motivated, rigorous, brave, ambitious
-  help to set goals, method and timeline, encourage

We believe that research can only thrive when it is both excellent and humane. Our success as researchers depends not only on discovery, but also on the integrity, wellbeing, and solidarity of those who make discovery possible. We strive for a research culture that is ambitious without cruelty, rigorous without rigidity, fearless without arrogance. As detailed below, we believe that the best research happens through respect, community, and excellence.

Respect

1. We recognize **balance and wellbeing** as essential to creativity and good science. We reject the culture of overwork in favor of effective work, rest, and work-life balance.
2. We collectively create a **safe space**. We will not tolerate harassment, violence, bullying, or abuses of power.
3. We value and respect our colleagues as people with rich and **complex lives beyond work**.
4. We acknowledge that **different people** have different needs, problems and communities.

Community

5. We cultivate a **constructive community** where feedback is generous and positive. We speak up, listen, and value honest communication.
6. We believe in **diversity and equality**. We affirm the worth of every person, regardless of their gender, economic, cultural, or professional background.
7. We commit to open-minded **collaboration and teamwork**, for fun and impact. Toxic competition and individualism have no place in our community.
8. We offer **support for all career paths**, inside or outside academia, without judgement.

Excellence

9. We **aim high and accept failure** as valuable. Perfectionism and fear of failure are barriers to knowledge and impact.
10. We prioritize **quality over quantity**. Depth, clarity and integrity outweigh metrics and publication counts.
11. We convince through and accept **evidence and logic**, which outweigh opinions, beliefs, or rank.
12. We acknowledge that **meaningful contributions take many forms**: knowledge, ideas, tools, education, mentorship, etc.
13. We uphold research **ethics, integrity, and open science** as non-negotiable principles.

Sign to support.