

Appendix 1: Evaluation of individual principles of the charter

	Valid	Median	Mean	Std. Deviation	Minimum	Maximum
PILLAR 1 – Ethics, integrity, gender and open science. Research ethics and integrity: Researchers at the faculty adhere to ethical rules and approach research honestly, reliably and responsibly.	68	3.000	3.221	0.878	1.000	4.000
PILLAR 1 – Ethics, integrity, gender and open science. Freedom of scientific research: Researchers at the faculty are free to choose their research topics and methods and to publish their results.	68	4.000	3.676	0.558	1.000	4.000
PILLAR 1 – Ethics, integrity, gender and open science. Open science: At the faculty, we support open access to results, data and scientific outputs.	67	3.000	3.343	0.729	2.000	4.000
PILLAR 1 – Ethics, integrity, gender and open science. Gender equality: At the faculty, we actively promote equal representation of women and men and prevent discrimination.	67	4.000	3.507	0.823	1.000	4.000
PILLAR 1 – Ethics, integrity, gender and open science. Embracing diversity: At the faculty, we respect and support diversity (age, origin, religion, orientation, health status).	68	4.000	3.574	0.676	1.000	4.000
PILLAR 1 – Ethics, integrity, gender and open science. Researcher: Researchers are perceived as professionals across disciplines and career stages at the faculty.	67	3.000	3.119	0.879	1.000	4.000
PILLAR 1 – Ethics, integrity, gender and open science. Free movement of researchers: At the faculty, we support mobility (gaining experience) outside our institution, outside the field and abroad.	68	4.000	3.574	0.719	1.000	4.000
PILLAR 1 – Ethics, integrity, gender and open science. Research sustainability: Research at the faculty is conducted responsibly and with regard to social and environmental challenges.	68	3.000	3.338	0.683	2.000	4.000
PILLAR 2 – Evaluation, recruitment and career progression. Evaluation of researchers: Evaluation is fair and takes into account diverse outcomes (publications, teaching, collaboration, impact).	68	3.000	3.029	0.930	1.000	4.000
PILLAR 2 – Evaluation, recruitment and career advancement. Recruitment: The recruitment of new colleagues is open, transparent and fair.	67	3.000	3.194	0.839	1.000	4.000
PILLAR 2 – Evaluation, recruitment and career advancement. Selection: Selection procedures are fair, impartial and assess candidates comprehensively.	67	3.000	3.194	0.764	1.000	4.000
PILLAR 2 – Evaluation, recruitment and career progression. Career progression: The career progression system is clear, transparent and fair.	68	3.000	3.059	0.912	1.000	4.000
PILLAR 3 – Working conditions and procedures. Working conditions, funding and salaries: Researchers have fair conditions, appropriate salaries and support for work-life balance.	68	2.000	2.426	1.027	1.000	4.000
PILLAR 3 – Working conditions and procedures. Job stability: Employment is stable, predictable and offers long-term prospects.	68	3.000	3.176	0.929	1.000	4.000
PILLAR 3 – Working conditions and procedures. Contractual and legal obligations: Rights and obligations are clearly defined and respected (contracts, intellectual property, safety).	68	4.000	3.368	0.771	1.000	4.000
PILLAR 3 – Working conditions and procedures. Dissemination and use of results: Research results are shared, used and made available to society and practice.	68	3.000	3.265	0.857	1.000	4.000
PILLAR 4 – Research careers and talent development. Valuing diverse careers: Different	68	3.000	3.176	0.863	1.000	4.000

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career paths (mobility, interdisciplinarity, collaboration with industry) are recognised.						
PILLAR 4 – Research careers and talent development. Professional development and counselling: Researchers have access to professional counselling and support in career planning.	68	3.000	3.074	0.951	1.000	4.000
PILLAR 4 – Research careers and talent development. Continuous professional development: Lifelong learning, training and skills development are supported.	68	3.000	3.279	0.808	1.000	4.000
PILLAR 4 – Research careers and talent development. Supervision and professional guidance: Managers provide fair supervision, mentoring and support to younger colleagues.	68	3.000	2.956	1.057	1.000	4.000