ECFA Survey on the Recognition of Individual Achievements in Large Collaborations

Overview of the results

11 November 2018
Chronology and acknowledgements

Following conversations on the topic within Restricted ECFA in the spring of 2018, a working group of RECFA members was established to study the topic. The working group members are, alphabetically: Calin Alexa (ECFA scientific secretary until summer 2018), Stan Bentvelsen, Jorgen D'Hondt (ECFA chairperson), Roger Forty, Carlos Lacasta (ECFA scientific secretary since summer 2018), David Milstead, Peter Schleper, Antonio Zoccoli.

At the occasion of the 102nd Plenary ECFA meeting at ALBA (Spain) on 19-20 July 2018, a debate was organized to highlight some of the key elements related to the topic. The panel members were, alphabetically: Pierluigi Campana, Francesco Forti, Enrique Kajamovitz, Max Klein, and Jo van den Brand. The panel debate was moderated by Manfred Krammer. Preceding the debate, Plenary ECFA was informed about the importance of the topic with an inspirational presentation by Archana Sharma. To inform the debate, a first survey was performed by the working group addressing leaders of several CERN and CERN-recognized experiments. We are grateful to the 21 collaborations that provided us with replies to the following questions:

- What procedures exist within your collaboration to recognize the achievements of individuals?
- What measures are taken to make the recognition as transparent as possible for the community outside the collaboration?
- Are potential new actions being considered to further strengthen the system of recognizing individual achievements in your collaboration?
- What measures are taken to continue to recruit the most talented young researchers in the collaboration, and how is the efficiency of the recruitment evolving?
- To the best of your knowledge, what is on the minds of the (young) researchers in your collaboration concerning the current system to recognize individual achievements? What is perceived positively or negatively, and what are the challenges? In case you have some form of "young researcher panel" in your collaboration, we would welcome their opinion, if available.

An overview of these replies was presentation by the ECFA chair during the meeting at ALBA (https://indico.cern.ch/event/730568/). This mapped the landscape of what is currently being deployed in large collaborations to address the issue of recognizing the achievements of individuals.

The initiation of the community-wide survey was discussed within Restricted ECFA and endorsed by Plenary ECFA after the above mentioned debate at ALBA, on which ECFA reported for example in its first issue of the ECFA Newsletter (https://ecfa.web.cern.ch).

The content of the community-wide survey was discussed and agreed within the working group, on which basis Stan Bentvelsen implemented the online survey.

The opening of the survey was communicated by the ECFA chair to all ECFA members. The communicated proceeded via
• the CERN Courier (https://cerncourier.com/survey-addresses-recognition-in-large-collaborations/),
• the CERN Bulletin (https://home.cern/news/news/cern/addressing-recognition-large-collaborations),
• a wide communication on 3 October 2018 from CERN’s EP Department (including CERN Users),
• a communication by the ECFA chair to the leaders of several large scientific collaborations with the intent of informing colleagues in their collaboration.

The survey closed on 26 October 2018 with a total of 1355 participants.

The analysis of the data, and the report in this document, was taken up by the ECFA chair and driven by essential and intensive support from Wouter Verkerke and Petra Van Mulders, resulting in the large variety of plots provided in this document. The individual responses are treated as confidential, and the only aim is to deliver collective views integrated over groups of participants.

The results were discussed within the working group and the key observations were collected in a presentation created by Stan Bentvelsen on behalf of the working group. Both the presentation and this document were made available to the community on the agenda of a dedicated Plenary ECFA meeting organized on the topic on 15 November 2018. The meeting in the CERN Main Auditorium was communicated to be open to the whole community, via several of the above mentioned channels, as well as by a dedicated message by the ECFA chair to the leaders of several CERN and CERN-recognized experiments to inform the members of their collaborations.

The Plenary ECFA session and presentations were webcasted and recorded. The session started with an inspirational talk provided by Valerie Gibson followed by the presentation of the results by Stan Bentvelsen. A second panel reflected on the presented results of the community-wide survey. The panel members were, alphabetically: Rebeca Gonzalez Suarez, Max Klein, Marek Lewitowicz, Marcel Merk, and Ulrike Schnoor. The ECFA chair moderated the panel debate. The panel discussion was followed with an opportunity for the participants in the meeting to raise questions, reflections or statements.

Beyond the dissemination of the results of the survey, ECFA will further reflect on how, in its role, it can help strengthening the recognition of individual achievements in large collaborations.

On behalf of ECFA, the ECFA chair wishes to thank all colleagues involved in the process.
Guidance for the plots in this document

Three different types of questions were phrased in the survey: general questions with a scoring answer, questions where participants can distribute coins over options and questions where participants can rank options. At this stage we report on the scoring and coin plots.

General scoring plots

Several statements were formulated in the survey. The participant could indicate their level of agreement with the statement, and/or if they feel the issue raised by the statement is important or not. To calculate an average this is transformed into a score:

\[
\begin{align*}
\text{-2} & = \text{not at all important} \\
\text{-1} & = \text{not so important} \\
\text{0} & = \text{neutral} \\
\text{+1} & = \text{important} \\
\text{+2} & = \text{very important}
\end{align*}
\]

or

\[
\begin{align*}
\text{-2} & = \text{strongly disagree} \\
\text{-1} & = \text{disagree} \\
\text{0} & = \text{neutral} \\
\text{+1} & = \text{agree} \\
\text{+2} & = \text{strongly agree}
\end{align*}
\]

When the participant answered, “do not know” or “prefer not to say” to specific questions, the answers to only these questions were not taken into account in the plots. When the participant provided no score for a specific question, it was put automatically at zero. This happens in clearly less than 1% of the cases, hence will not significantly influence the results.

The blue cross-indicators on the plots reflect the average per column and the bar reflects the uncertainty on the average.

The full boxes in a first series of plots indicate the absolute population per column. In a second series of otherwise identical plots the open boxes indicate a relative population where each bin in a column is rescaled with a factor such that the bin with the highest content in that column is set to the maximum box size.

The titles of the plots in this document refer to the questions/statement in the survey.
**Coin plots**

An additional question was phrased in the survey, “For which reason individual recognition is important for you”, for which the participant was asked to divide 30 coins over the following options (in brackets the label given to the option in the plots):

- My next job application or promotion
- My scientific reputation
- Being treated fairly
- Personal well-being
- Individual recognition is not important for me

The coin plots therefore provide for each of the five above options the distribution of the number of coins allocated by the participants.

**Comparing groups**

The profile of the participant relates to their age, work experience, years after the PhD, nationality, experiment, gender, current position, main discipline. Additional variables defining the profile of the participants were created: continent, region in Europe, and size of the collaboration. When the participant did not provide the value for a specific variable, the results of the participant were in general not considered for this variable.

In order to avoid small numbers per group, experiments and countries have been grouped into categories.

**WestEU** = Ireland, UK, Belgium, Netherlands, France, Germany, Switzerland, Austria

**NorthEU** = Denmark, Norway, Sweden, Finland

**SouthEU** = Portugal, Spain, Italy, Greece, Israel

**EastEU** = other countries in Central and Eastern Europe (not the Russian Federation)

For the grouping over continents, the results for the Russian Federation are included in Europe.

Whenever the number of participants from individual experiments is too small, experiments are grouped according to the list below:

- The group labeled CMS includes TOTEM
- The group labeled KM3NeT includes ANTARES
- NuclearHeavyIonsOther = PANDA, AGATA, CBM, CLAS, GlueX, COMPASS, ISOLDE, STAR, nTOF
- OtherCosmicRay = HESS, MAGIC, VERITAS, GRAND
- NeutrinoOther = SNO, SNO+, T2K, MicroBooNE, DoubleChooz, Borexino, Katrin, JUNO, MINERvA, NOvA, SoLid
• DarkMatter = XENON, CUORE, CRESST, DES, DarkSide-20k
• AstroSpace = EUCLID, FERMI, AMS, NASA
• LowEPrecision = EDM, eEDM, nEDM, Muon g-2, AEgIS, COMET, Mu3e, VES IHEP
• FutureCollandRandD includes as well R&D towards medical applications
• BeamDumpTarget = SHIP, Magix, NA61/SHINE
• Other = GERDA, LEGEND, H1, ZEUS, ... (due to few entries)
"The collaboration guidelines for speakers at conferences allow me to be creative and demonstrate my talents" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

responses split by COLLABORATION SIZE

responses split by POSITION

responses split by AGE

responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"Conference proceedings are important for my academic career" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

responses split by COLLABORATION SIZE

responses split by POSITION

responses split by AGE

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responses split by GENDER

responses split by DISCIPLINE
"Overall, I am allocated a fair number of conference talks on behalf of my collaboration" - by COLLABORATION

**Responsces split by NATIONALITY**

**Responses split by EUROPEAN REGION**

**Responses split by WORLD CONTINENT**

**Responses split by COLLABORATION SIZE**

**Responses split by POSITION**

**Responses split by AGE**

**Responses split by WORKING EXPERIENCE**

**Responses split by GENDER**

**Responses split by DISCIPLINE**
"Overall, I am allocated a fair number of talks at major conferences on behalf of my collaboration" - by COLLABORATION

Responses split by NATIONALITY

Responses split by EUROPEAN REGION

Responses split by WORLD CONTINENT

Responses split by COLLABORATION SIZE

Responses split by POSITION

Responses split by AGE

Responses split by WORKING EXPERIENCE

Responses split by GENDER

Responses split by DISCIPLINE
"I worry about financial issues for conference talks" - by COLLABORATION

responses split by NATIONALITY

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responses split by WORLD CONTINENT

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responses split by GENDER

responses split by DISCIPLINE
"For me it is important to be included as author of all collaboration-wide papers" - by COLLABORATION

responses split by NATIONALITY

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responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"I support the alphabetic listing of all members of the collaboration for each publication" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

responses split by COLLABORATION SIZE

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responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"Additional to the simple alphabetic listing, a sign-up system is to be added where each member of the collaboration can take the responsibility to sign a publication" - by COLLABORATION
"Compared to the alphabetic listing, a better alternative would be a system using a first-author group" - by COLLABORATION
"Compared to the alphabetic listing, a better alternative would be to have pre-defined publications that initially motivated the experiment to be signed by all members of the collaboration, and other publications with a shorter list of authors" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

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responses split by POSITION

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responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"I perceive the assignment of positions with responsibility in my collaboration (e.g. conveners) as fair" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by POSITION

responses split by AGE

responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"I perceive that the profiles of positions with responsibility are well known outside my collaboration" - by COLLABORATION

responses split by NATIONALITY

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"I perceive that the profile of positions with responsibility are well known outside the particle physics community" - by COLLABORATION

Responses split by NATIONALITY

Responses split by EUROPEAN REGION

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Responses split by COLLABORATION SIZE

Responses split by POSITION

Responses split by AGE

Responses split by WORKING EXPERIENCE

Responses split by GENDER

Responses split by DISCIPLINE
"I perceive the process of nominations for awards as sufficiently transparent and accessible in my collaboration" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by POSITION

responses split by AGE

responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"I perceive that the profiles of these awards are sufficiently clear and advertised to be appreciated adequately outside the collaboration" - by COLLABORATION

responses split by NATIONALITY

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responses split by GENDER

responses split by DISCIPLINE
"I trust evaluators when they select peers inside or outside my collaboration to assess me" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

responses split by COLLABORATION SIZE

responses split by POSITION

responses split by AGE

responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"I trust the assessment when the individual (that is evaluated) selects the authors of the reference letters himself/herself" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

responses split by COLLABORATION SIZE

responses split by POSITION

responses split by AGE

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responses split by GENDER

responses split by DISCIPLINE
"I obtain important advice from my supervisor to make progress in my career" - by COLLABORATION

responses split by NATIONALITY

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responses split by COLLABORATION SIZE

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responses split by AGE

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"I perceive that my technical contributions get adequate recognition in my collaboration" - by COLLABORATION

responses split by NATIONALITY

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"I perceive that my technical contributions get adequate recognition in the particle physics community" - by COLLABORATION

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“I perceive that my technical contributions get adequate recognition outside the particle physics community” - by COLLABORATION

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responses split by GENDER

responses split by DISCIPLINE
Scientific notes on analysis methods, detector and physics simulations, novel algorithms, software developments, etc. would be valuable for me as a new class of open publications to recognize individual contributions. - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

responses split by COLLABORATION SIZE

responses split by POSITION

responses split by AGE

responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"Internal notes (supporting a publication) should be made public" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by WORKING EXPERIENCE

responses split by COLLABORATION SIZE

responses split by AGE

responses split by GENDER

responses split by DISCIPLINE
"The eligibility to use Open Data should be equal for members of my collaboration that produces the Open Data compared to non-members" - by COLLABORATION

**responses split by NATIONALITY**

**responses split by EUROPEAN REGION**

**responses split by POSITION**

**responses split by AGED**

**responses split by WORKING EXPERIENCE**

**responses split by GENDER**

**responses split by DISCIPLINE**
"Members of a collaboration should have equal publication opportunities using Open Data from their collaboration compared to non-members" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

responses split by COLLABORATION SIZE

responses split by POSITION

responses split by AGE

responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"Important to verify success: Being selected for conference talks" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

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responses split by COLLABORATION SIZE

responses split by POSITION

responses split by AGE

responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"Important to verify success: Authorship of collaboration-wide physics papers" - by COLLABORATION
"Important to verify success: Being contact author for a publication" - by COLLABORATION

Responses split by NATIONALITY:

- France
- Germany
- Italy
- United Kingdom
- Switzerland
- Belgium
- Netherlands
- Spain
- Greece
- West Europe Other
- East Europe
- United States
- Canada
- Oceania
- China
- India
- Asia Other
- Latin America
- Africa Middle East
- No Answer

Responses split by EUROPEAN REGION:

- West EU
- South EU
- East EU
- North EU

Responses split by WORLD CONTINENT:

- Europe
- Americas
- Asia
- Other

Responses split by COLLABORATION SIZE:

- Small (<100)
- Medium (100-300)
- Large (300-1000)
- XL (1000-3000)
- XXL (>3000)
- Unknown

Responses split by POSITION:

- Student
- Postdoc
- Junior Staff
- Permanent Staff
- Retired

Responses split by AGE:

- Below 26 years
- 26-30 years
- 31-40 years
- 41-50 years
- Above 50 years

Responses split by WORKING EXPERIENCE:

- I do not have a PhD
- < 4 years
- 5-10 years
- 10-15 years
- > 15 years

Responses split by GENDER:

- Male
- Female
- No Answer

Responses split by DISCIPLINE:

- Particle physics
- Nuclear Physics
- Astroparticle Physics
- Gravitational Waves
- Engineering
- Other
"Important to verify success: Authorship of internal notes" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

responses split by COLLABORATION SIZE

responses split by POSITION

responses split by AGE

responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"Important to verify success: Authorship of few-author papers with results using Open Data" - by COLLABORATION
"Important to verify success: Number of citations received on few-author papers" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

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responses split by POSITION

responses split by AGE

responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"Important to verify success: Receiving recognition for innovative work via an award" - by COLLABORATION

responses split by NATIONALITY

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responses split by GENDER

responses split by DISCIPLINE
"Important to verify success: Receiving recognition for technical work via an award" - by COLLABORATION

**Responses split by NATIONALITY**

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<thead>
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**Responses split by EUROPEAN REGION**

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<th>European Region</th>
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**Responses split by WORLD CONTINENT**

<table>
<thead>
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<th>World Continent</th>
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<th>Not so important</th>
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**Responses split by COLLABORATION SIZE**

<table>
<thead>
<tr>
<th>Collaboration Size</th>
<th>Not important at all</th>
<th>Not so important</th>
<th>Neutral</th>
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</thead>
<tbody>
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**Responses split by POSITION**

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**Responses split by DISCIPLINE**

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"Important to verify success: Receiving recognition for hard work via an award" - by COLLABORATION

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<tr>
<td>Not important at all</td>
<td>🇫支线任务</td>
<td>🇩支线任务</td>
<td>🇮支线任务</td>
<td>🇬支线任务</td>
<td>🇨支线任务</td>
<td>🇧支线任务</td>
</tr>
</tbody>
</table>
"The high-energy physics scientific community outside my collaboration is provided with sufficient information to assess me" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by COLLABORATION SIZE

responses split by POSITION

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responses split by WORKING EXPERIENCE

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"There are sufficient opportunities for me such that my individual creativity, innovation and efforts are recognizable outside my collaboration" - by COLLABORATION

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"Coherence across collaborations in their procedures to recognize individual achievement is important in particle physics" - by COLLABORATION

Strongly agree
Agree
Neutral
Disagree
Strongly disagree
"Coherence across disciplines in their procedures to recognize individual achievement is important between particle physics, astroparticle physics and nuclear physics" - by COLLABORATION

responses split by NATIONALITY

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"I perceive no gender bias in the recognition of individual achievements" - by COLLABORATION
"Coins assigned to: Individual recognition is not important to me" - by COLLABORATION

responses split by NATIONALITY

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"The collaboration guidelines for speakers at conferences allow me to be creative and demonstrate my talents" - by COLLABORATION

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responses split by DISCIPLINE
"Overall, I am allocated a fair number of conference talks on behalf of my collaboration" - by COLLABORATION

responses split by NATIONALITY

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responses split by COLLABORATION SIZE

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"I worry about financial issues for conference talks" - by COLLABORATION

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responses split by GENDER

responses split by DISCIPLINE
"I support the alphabetic listing of all members of the collaboration for each publication" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

responses split by COLLABORATION SIZE

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responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"Additional to the simple alphabetic listing, a sign-up system is to be added where each member of the collaboration can take the responsibility to sign a publication" - by COLLABORATION
"Compared to the alphabetic listing, a better alternative would be a system using a first-author group" - by COLLABORATION

responses split by NATIONALITY

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"Compared to the alphabetic listing, a better alternative would be to have pre-defined publications that initially were written by all members of the collaboration, and other publications with a shorter list of authors." - by COLLABORATION

responses split by NATIONALITY

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"I perceive the assignment of positions with responsibility in my collaboration (e.g. conveners) as fair" - by COLLABORATION

responses split by NATIONALITY

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"I perceive that the profiles of positions with responsibility are well known outside my collaboration" - by COLLABORATION

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"I perceive that the profile of positions with responsibility are well known outside the particle physics community" - by COLLABORATION

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"I perceive the process of nominations for awards as sufficiently transparent and accessible in my collaboration" - by COLLABORATION

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responses split by DISCIPLINE
"I perceive that the profiles of these awards are sufficiently clear and advertised to be appreciated adequately outside the collaboration" - by COLLABORATION
"I perceive that the profiles of these awards are sufficiently clear and advertised to be appreciated adequately outside the particle physics community" - by COLLABORATION

responses split by NATIONALITY

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"I trust evaluators when they select peers inside or outside my collaboration to assess me" - by COLLABORATION

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responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"I trust the assessment when the individual (that is evaluated) selects the authors of the reference letters himself/herself" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by POSITION

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responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"I obtain important advice from my supervisor to make progress in my career" - by COLLABORATION

responses split by NATIONALITY

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"I perceive that my technical contributions get adequate recognition in my collaboration" - by COLLABORATION

responses split by NATIONALITY

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"I perceive that my technical contributions get adequate recognition in the particle physics community" - by COLLABORATION

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"I perceive that my technical contributions get adequate recognition outside the particle physics community" - by COLLABORATION

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

Responses split by NATIONALITY:
- France
- Germany
- Italy
- UnitedKingdom
- Switzerland
- Belgium
- Netherlands
- Spain
- Greece
- WestEuropeOther
- EastEurope
- UnitedStates
- Canada
- Oceania
- China
- India
- AsiaOther
- LatinAmerica
- AfricaMiddleEast
- NoAnswer

Responses split by EUROPEAN REGION:
- WestEU
- SouthEU
- EastEU
- NorthEU

Responses split by WORLD CONTINENT:
- Europe
- Americas
- Asia
- Other

Responses split by COLLABORATION SIZE:
- Small
- Medium
- Large
- ExtraLarge
- ExtraExtraLarge
- Unknown

Responses split by POSITION:
- Student
- Postdoc
- JuniorStaff
- PermanentStaff
- Retired

Responses split by AGE:
- Below 26 years
- 26-30 years
- 31-40 years
- 41-50 years
- Above 50 years

Responses split by WORKING EXPERIENCE:
- I do not have a PhD
- < 4 years
- 5-10 years
- 10-15 years
- >15 years

Responses split by GENDER:
- Male
- Female
- NoAnswer

Responses split by DISCIPLINE:
- Particle physics
- Nuclear Physics
- AstroparticlePhysics
- GravitationalWaves
- Engineering
- Other
"Scientific notes on analysis methods, detector and physics simulations, novel algorithms, software developments, etc. would be valuable for me as a new class of open publications to recognize individual contributions" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

responses split by COLLABORATION SIZE

responses split by POSITION

responses split by AGE

responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"Internal notes (supporting a publication) should be made public" - by COLLABORATION
"The eligibility to use Open Data should be equal for members of my collaboration that produces the Open Data compared to non-members" - by COLLABORATION
"Members of a collaboration should have equal publication opportunities using Open Data from their collaboration compared to non-members" - by COLLABORATION
"Important to verify success: Being selected for conference talks" - by COLLABORATION

responses split by NATIONALITY
responses split by EUROPEAN REGION
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responses split by AGE
responses split by WORKING EXPERIENCE
responses split by GENDER
responses split by DISCIPLINE
"Important to verify success: Authorship of few-author papers with results using Open Data" - by COLLABORATION ATLAS CMS LHCb NA62 BELLE and BESIII ALICE Nuclear Heavy Ion Other CTA Auger Other Cosmic Ray IceCube KM3NeT DUNE Neutrino Other LIGO Virgo Dark Matter Astro Space Low Energy Precision Beam Dump Target Future Coll and Rand D Other Not important at all Not so important Neutral Important Very important
"Important to verify success: Receiving recognition for innovative work via an award" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

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responses split by AGE

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responses split by GENDER

responses split by DISCIPLINE
"Important to verify success: Receiving recognition for technical work via an award" - by COLLABORATION
"Important to verify success: Receiving recognition for hard work via an award" - by COLLABORATION
"Important to verify success: Excellent letters of reference" - by COLLABORATION

responses split by NATIONALITY

responses split by EUROPEAN REGION

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responses split by POSITION

responses split by AGE

responses split by WORKING EXPERIENCE

responses split by GENDER

responses split by DISCIPLINE
"Your individual contributions are recognized well among the members of your collaboration" - by COLLABORATION
"The high-energy physics scientific community outside my collaboration is provided with sufficient information to assess me" - by COLLABORATION

<table>
<thead>
<tr>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td><img src="image1" alt="Responses split by NATIONALITY" /></td>
<td><img src="image2" alt="Responses split by EUROPEAN REGION" /></td>
<td><img src="image3" alt="Responses split by WORLD CONTINENT" /></td>
<td><img src="image4" alt="Responses split by COLLABORATION SIZE" /></td>
<td><img src="image5" alt="Responses split by POSITION" /></td>
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"The non-HEP scientific community is provided with sufficient information to assess me" - by COLLABORATION

responses split by NATIONALITY

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"Coherence across disciplines in their procedures to recognize individual achievement is important between particle physics, astroparticle physics and nuclear physics" - by COLLABORATION
"I perceive no gender bias in the recognition of individual achievements" - by COLLABORATION
*Coins assigned to: My next job application or promotion* - by COLLABORATION

responses split by NATIONALITY

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