

ECFA

European Committee for Future Accelerators



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:

-2	=	not at all important
-1	=	not so important
0	=	neutral
+1	=	important
+2	=	very important

or

-2	=	strongly disagree
-1	=	disagree
0	=	neutral
+1	=	agree
+2	=	strongly agree

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/statements 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)

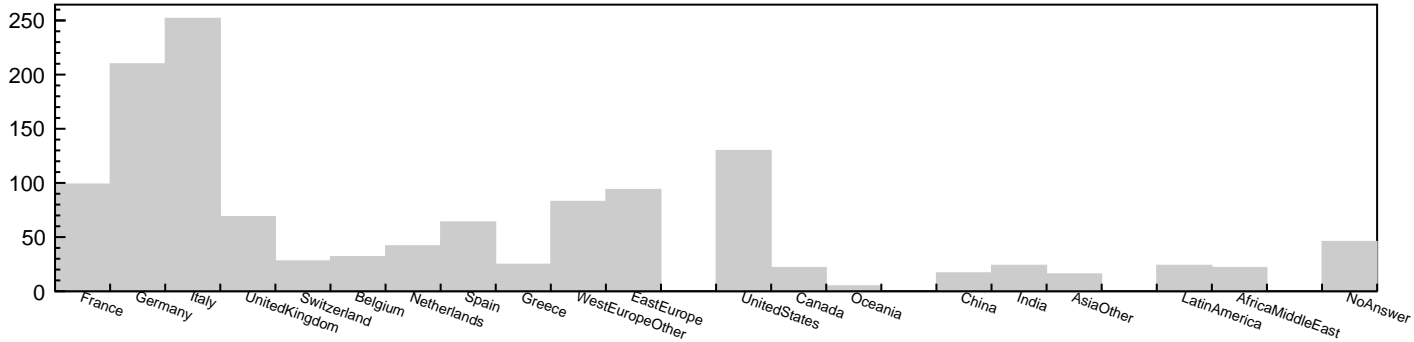
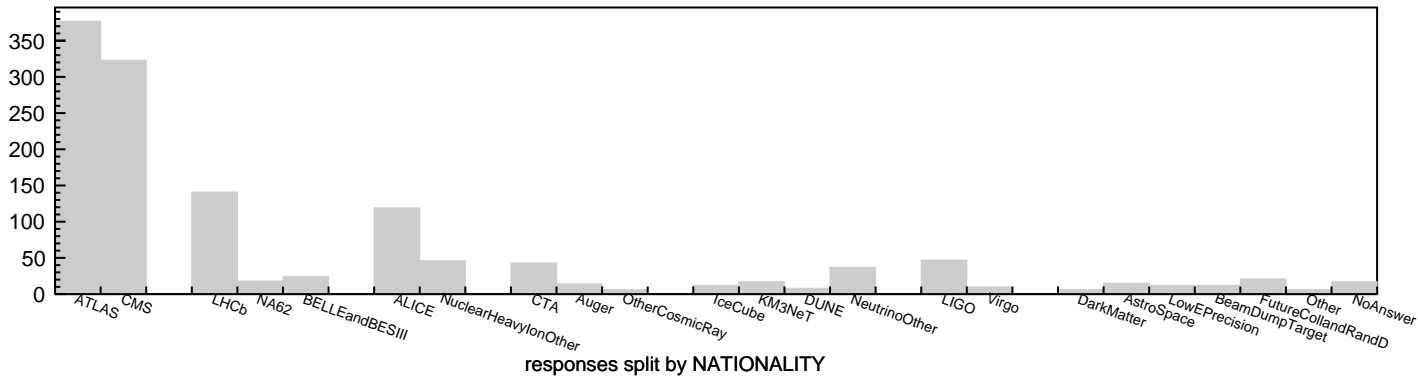
For the grouping over continents, the results for the Russian Federation are included in Europe.

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

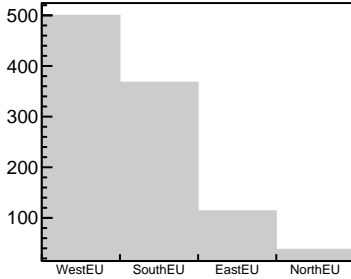
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- The group labeled KM3NeT includes ANTARES
- NuclearHeavyIonOther = PANDA, AGATA, CBM, CLAS, GlueX, COMPASS, ISOLDE, STAR, nTOF
- OtherCosmicRay = HESS, MAGIC, VERITAS, GRAND
- NeutrinoOther = SNO, SNO+, T2K, MicroBooNE, DoubleChooz, Borexino, Katrin, 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)

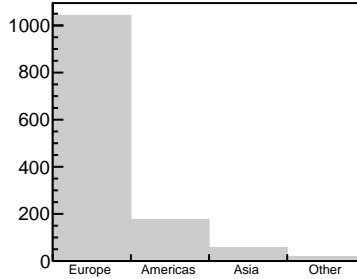
Survey Response count - by COLLABORATION



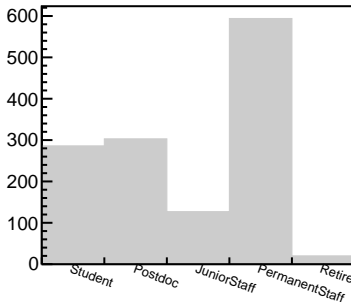
responses split by EUROPEAN REGION



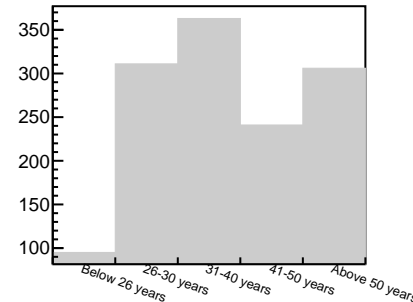
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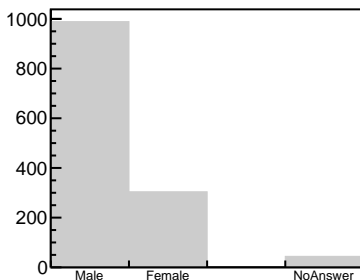
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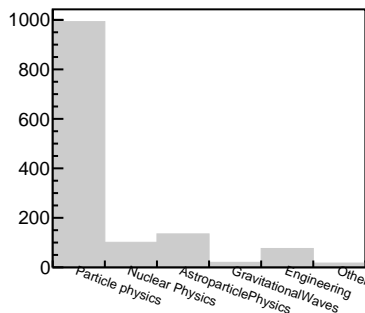
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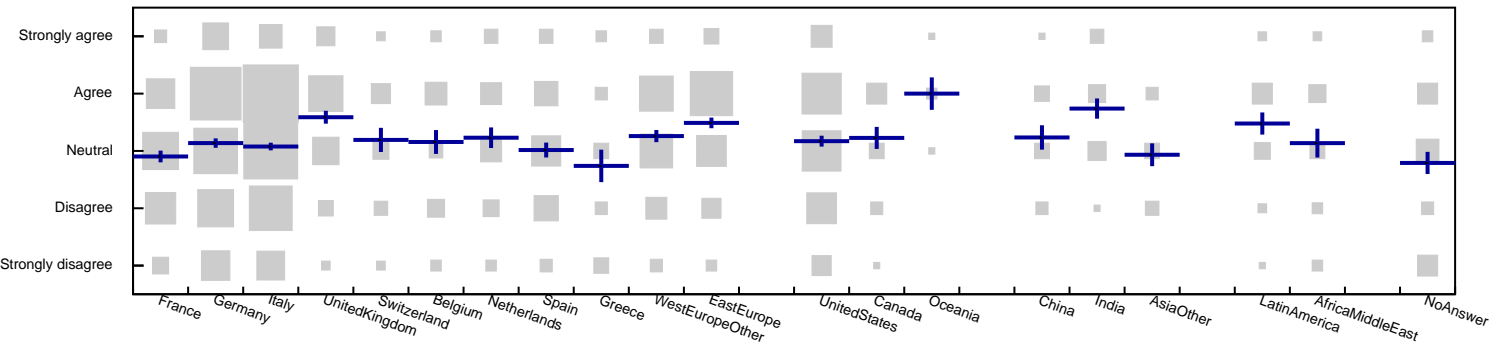
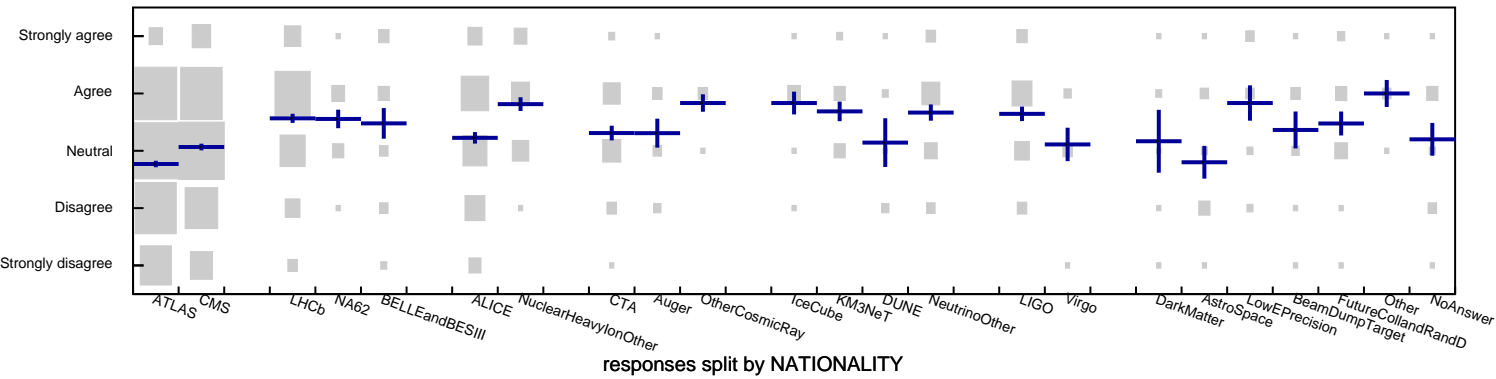
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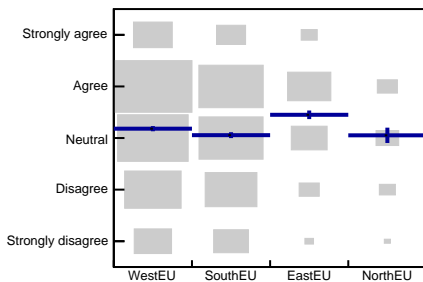
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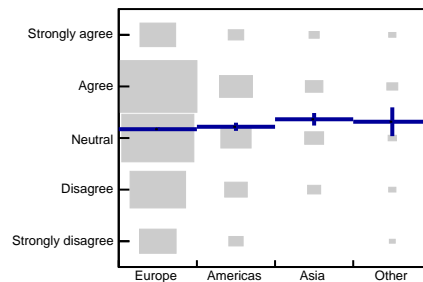
"The collaboration guidelines for speakers at conferences allow me to be creative and demonstrate my talents" - by COLLABORATION



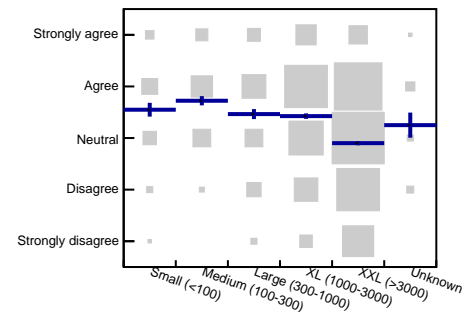
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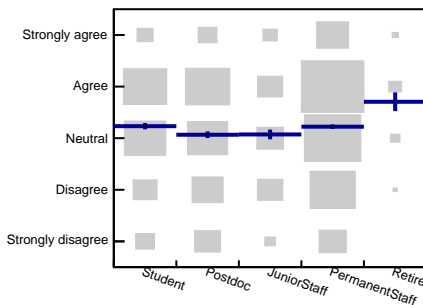
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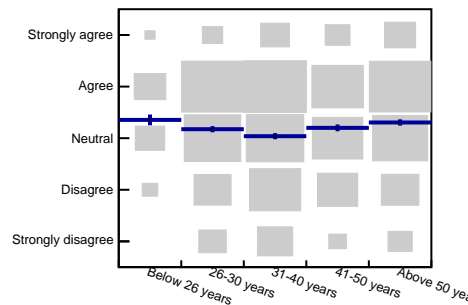
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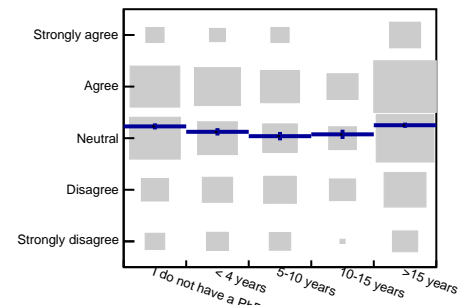
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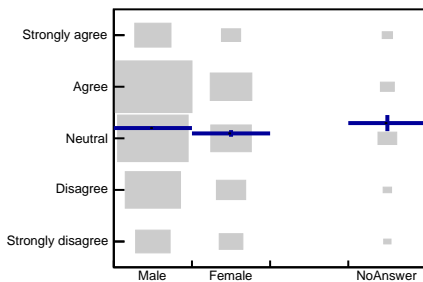
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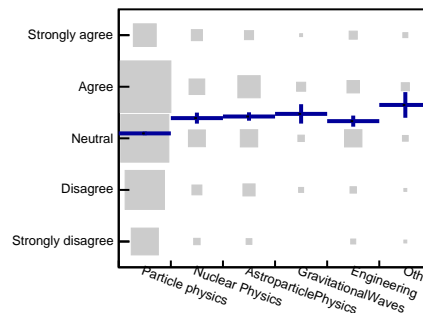
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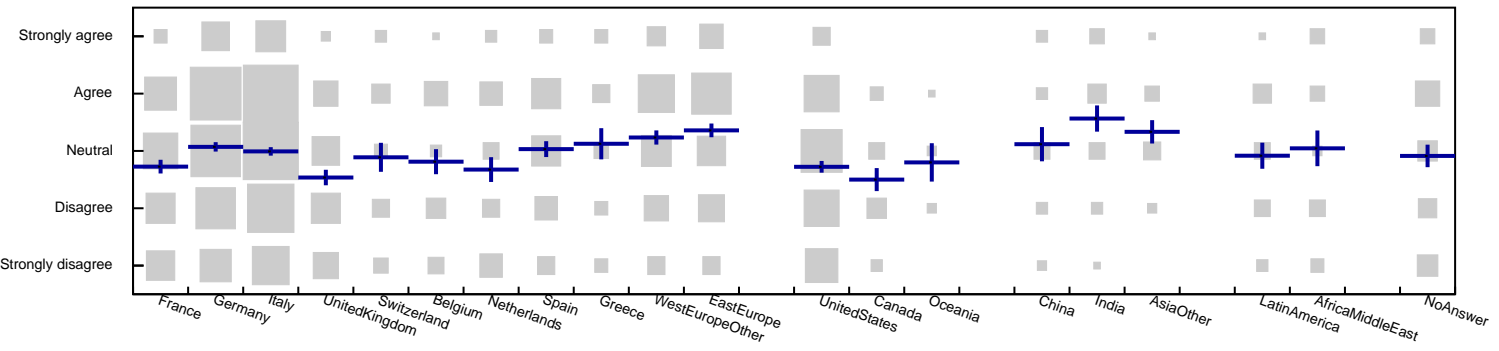
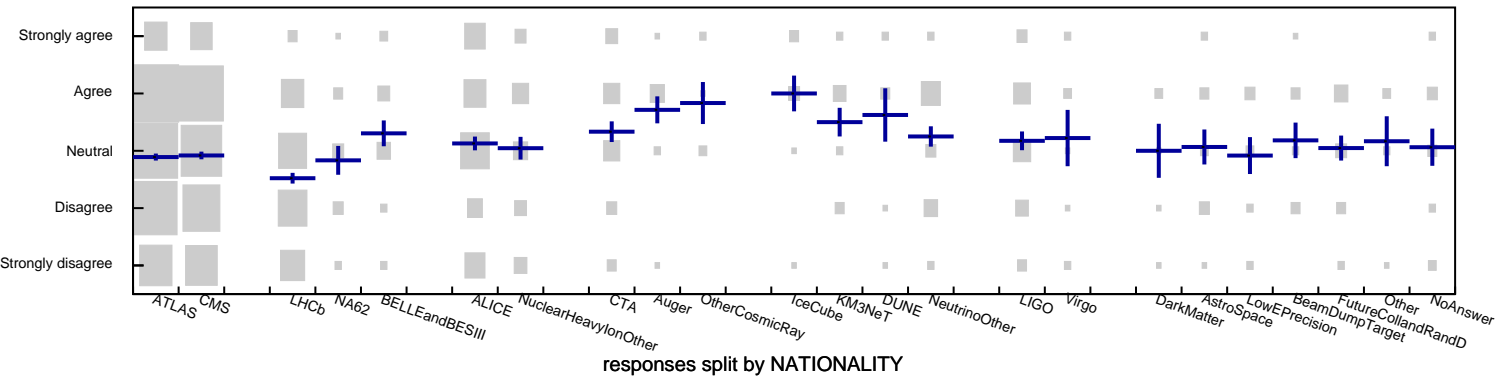
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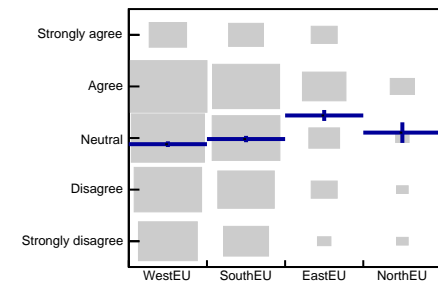
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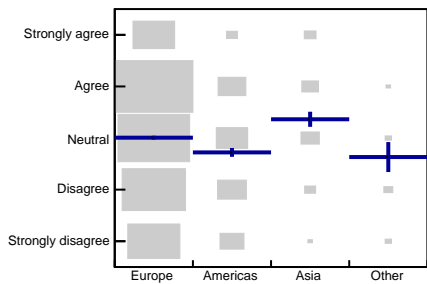
"Conference proceedings are important for my academic career" - by COLLABORATION



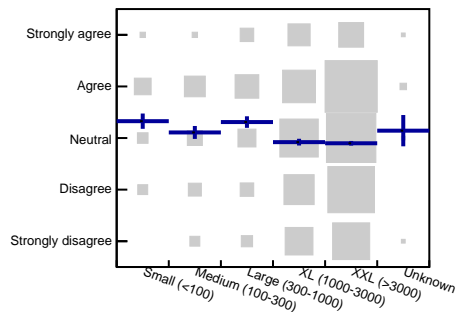
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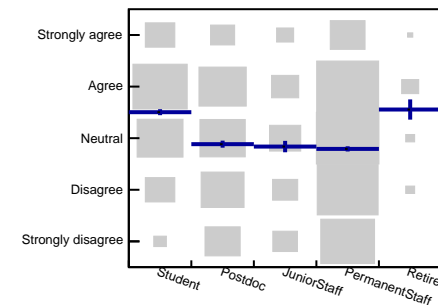
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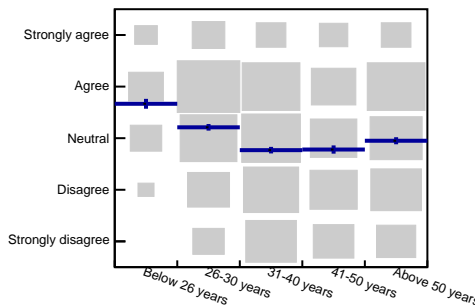
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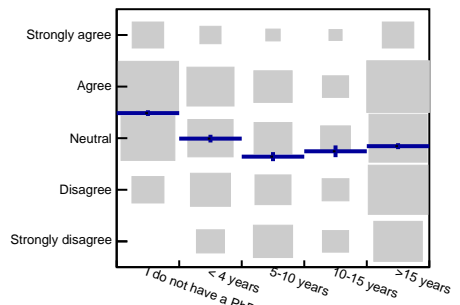
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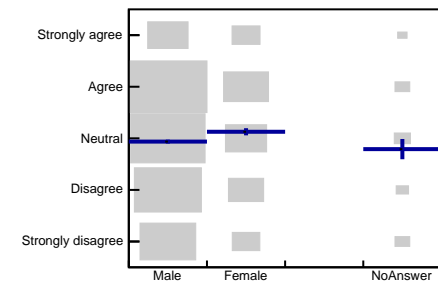
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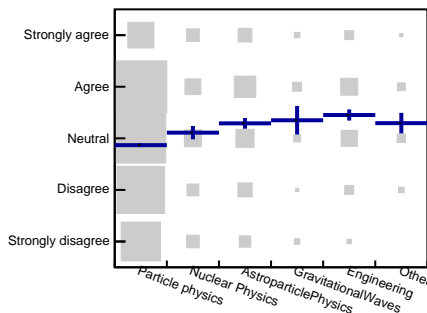
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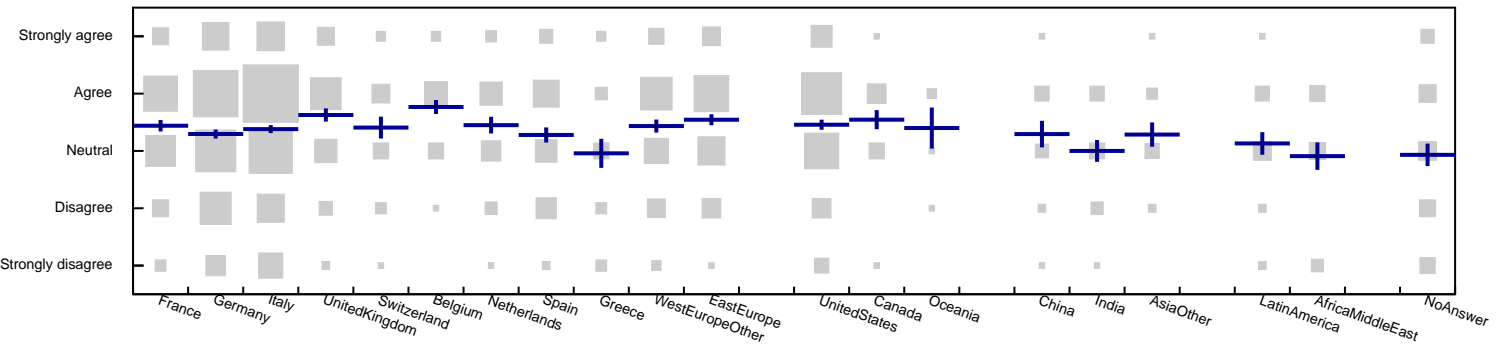
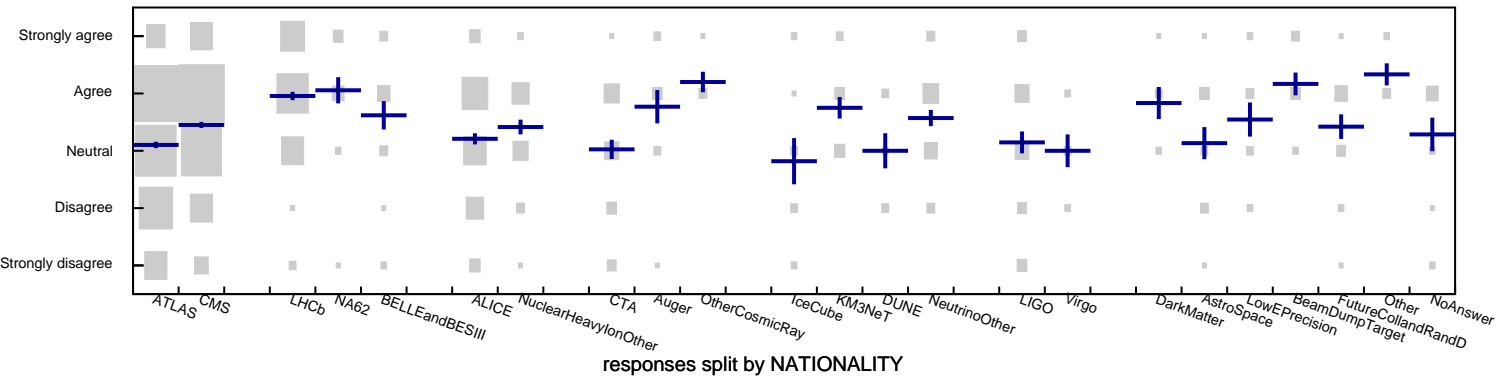
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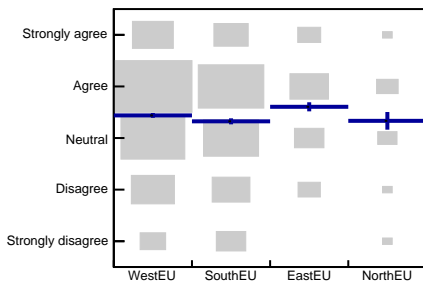
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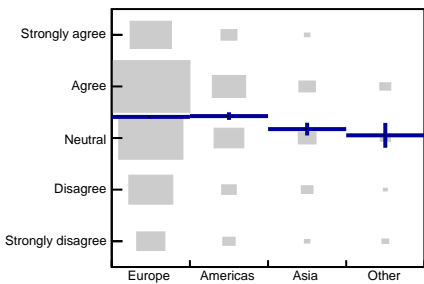
"Overall, I am allocated a fair number of conference talks on behalf of my collaboration" - by COLLABORATION



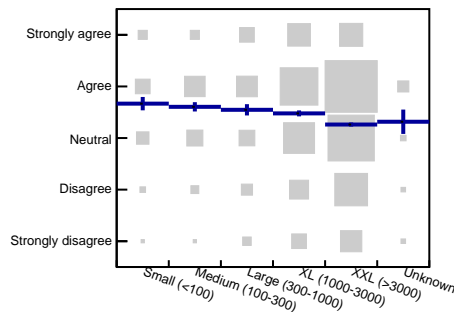
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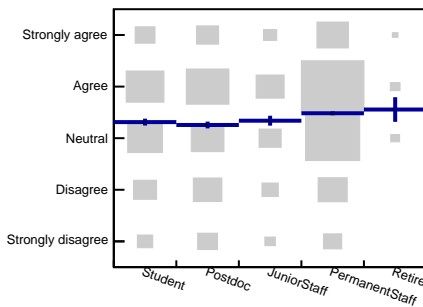
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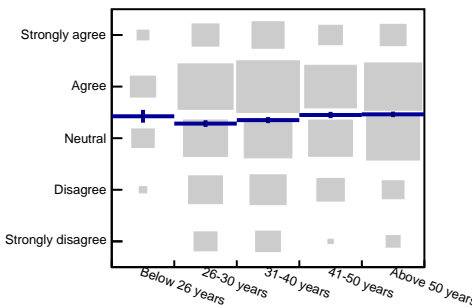
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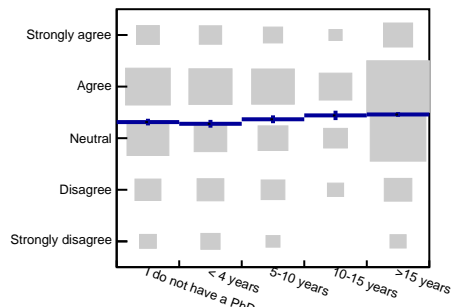
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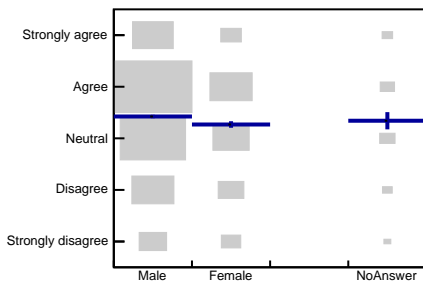
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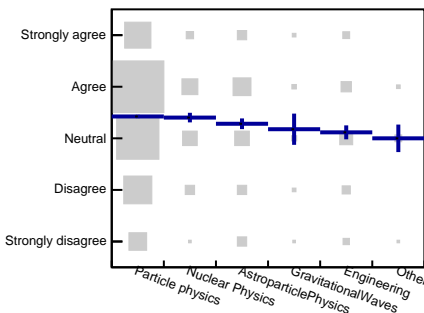
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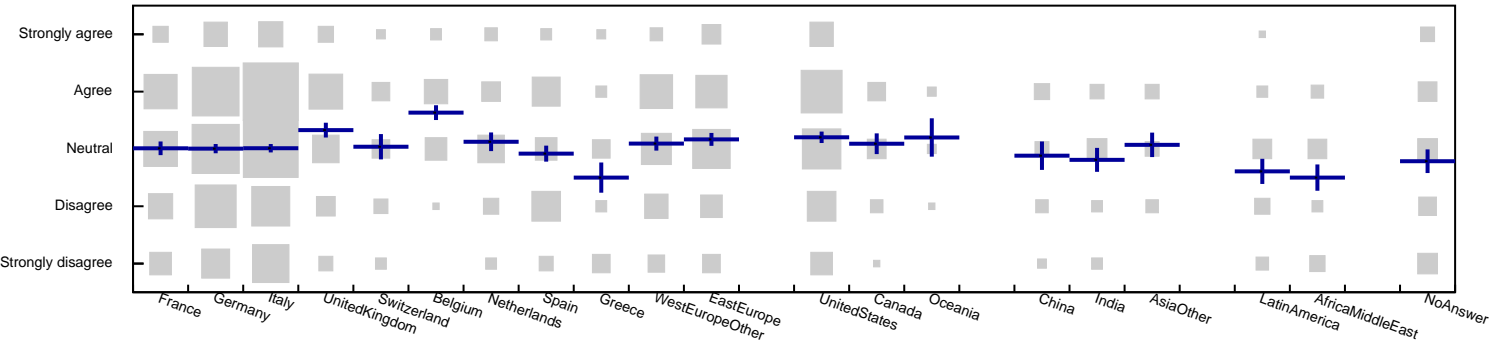
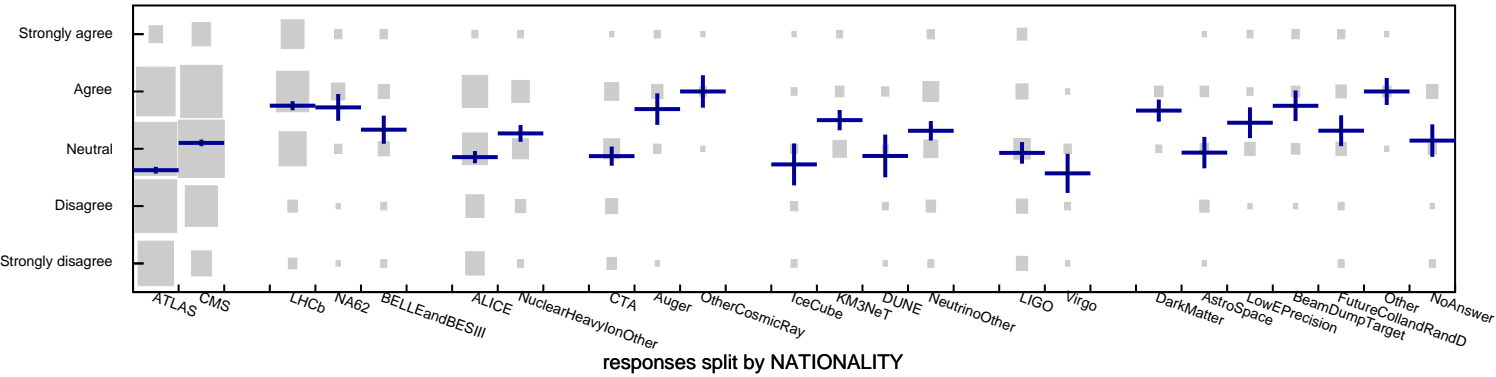
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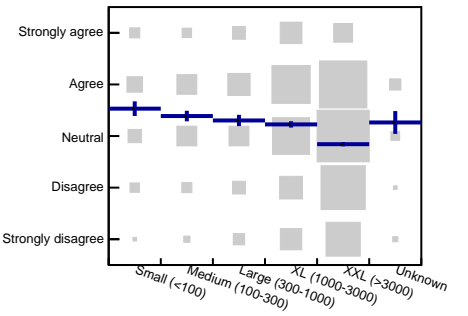
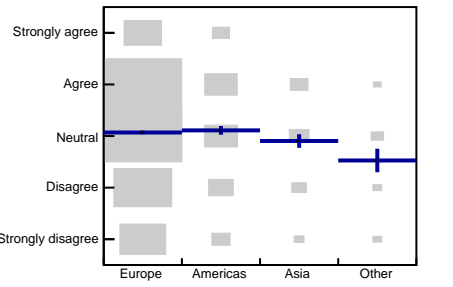
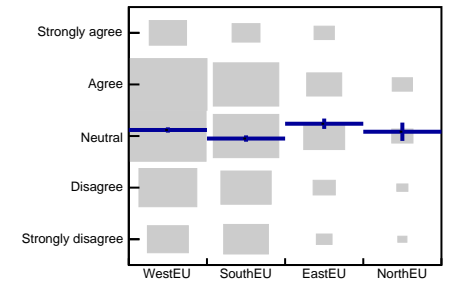
"Overall, I am allocated a fair number of talks at major conferences on behalf of my collaboration" - by COLLABORATION



responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

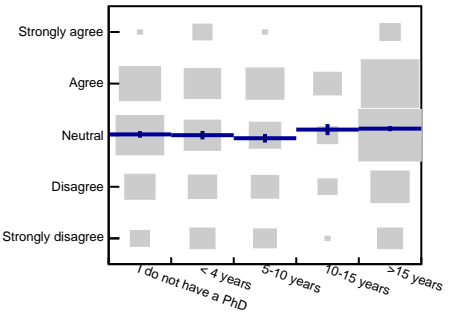
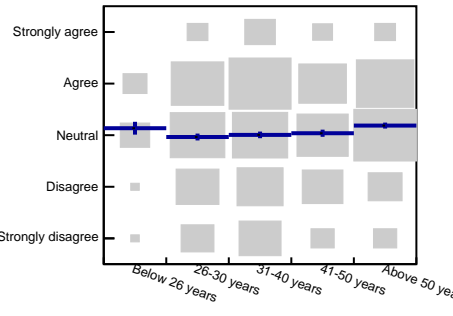
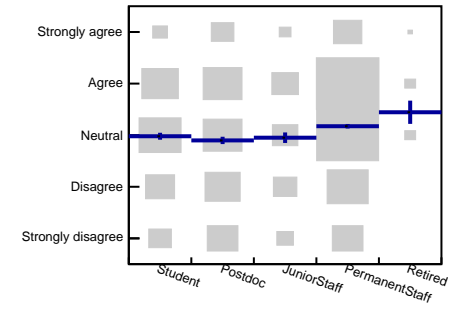
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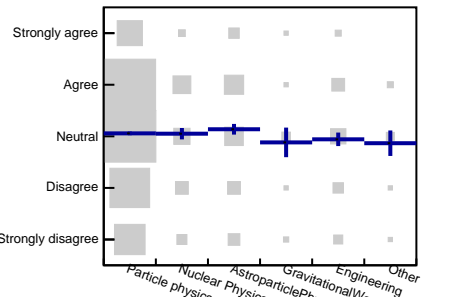
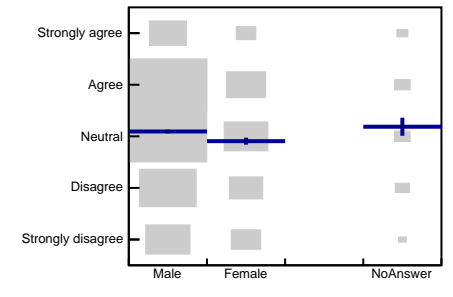
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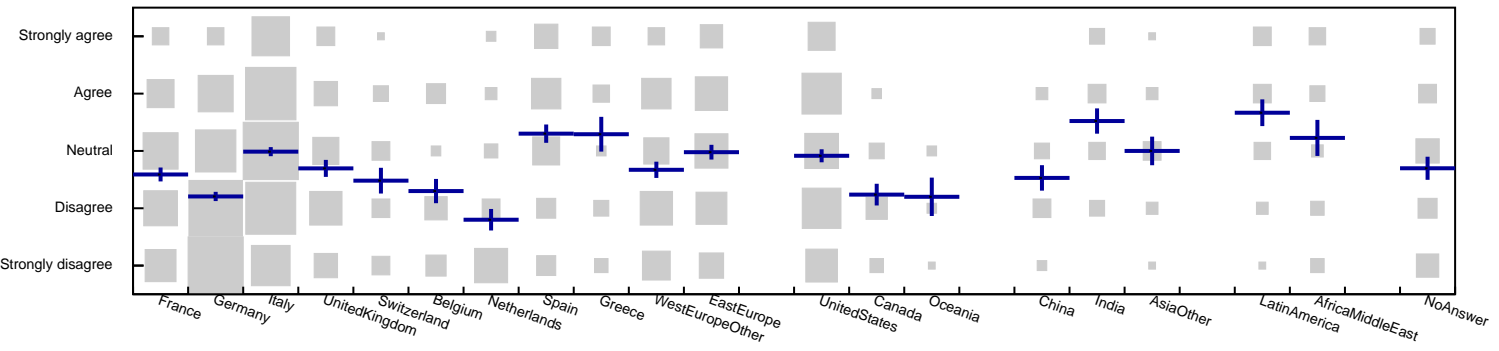
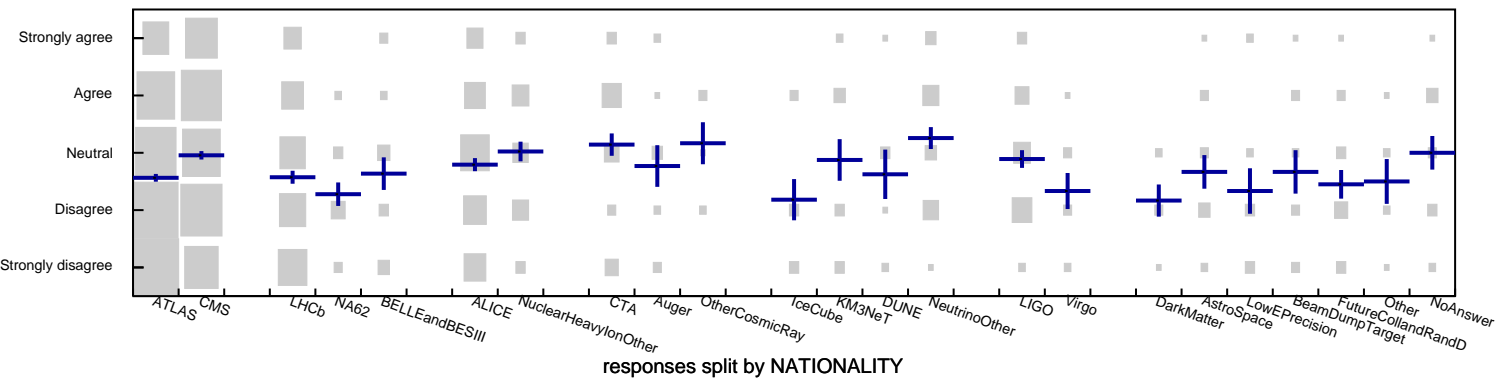


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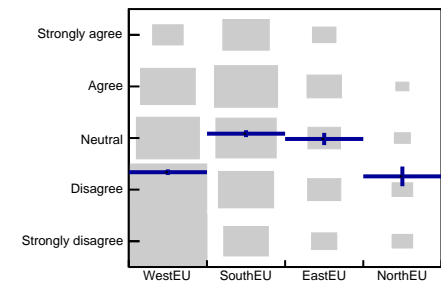
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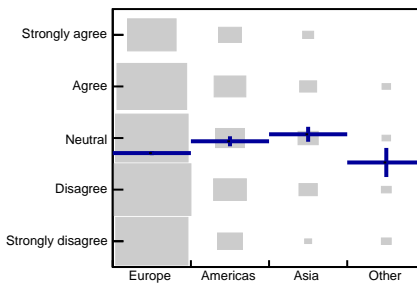
"I worry about financial issues for conference talks" - by COLLABORATION



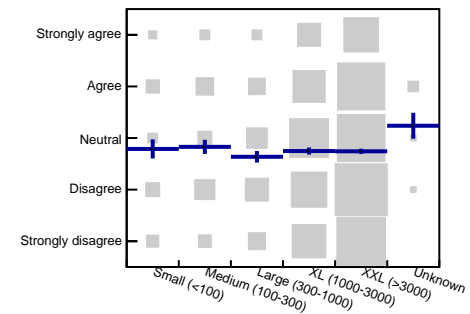
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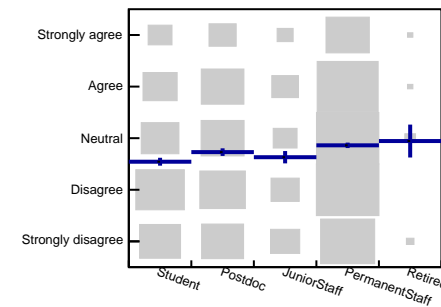
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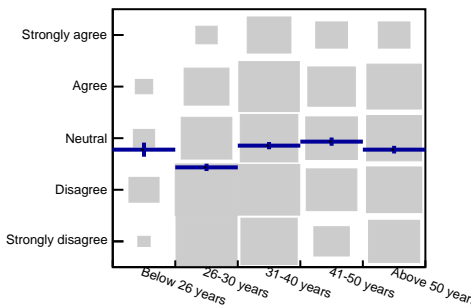
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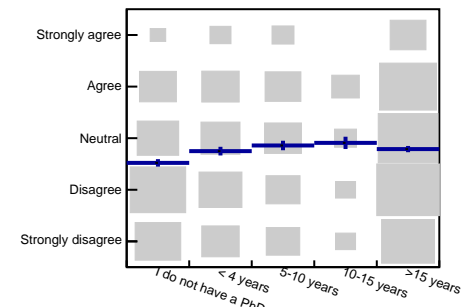
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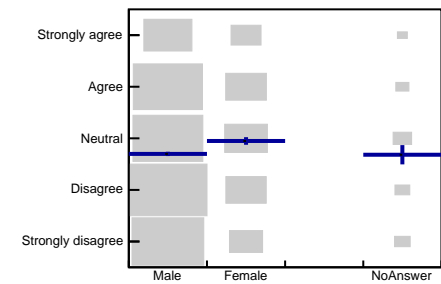
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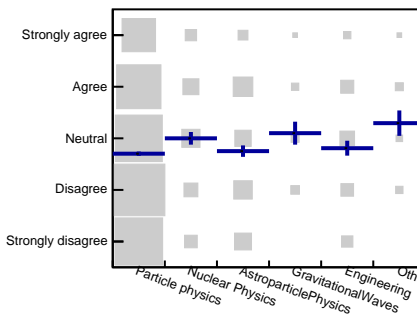
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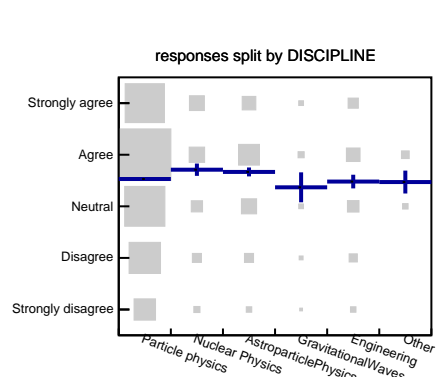
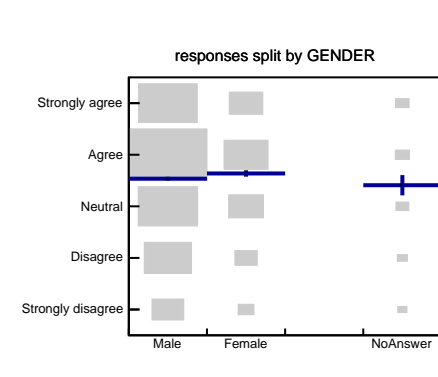
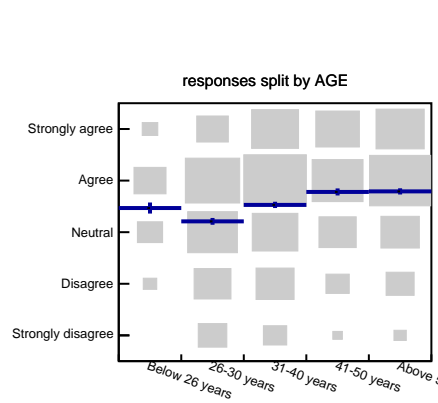
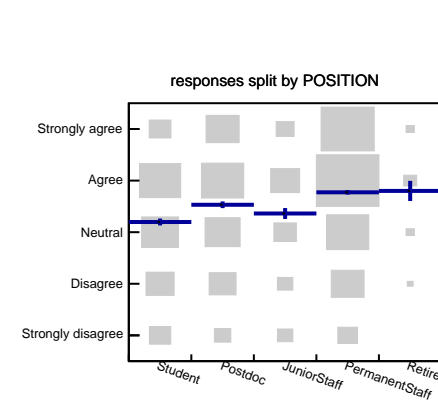
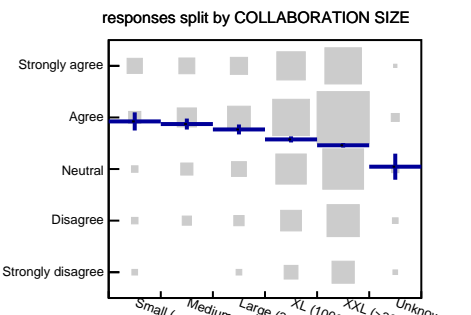
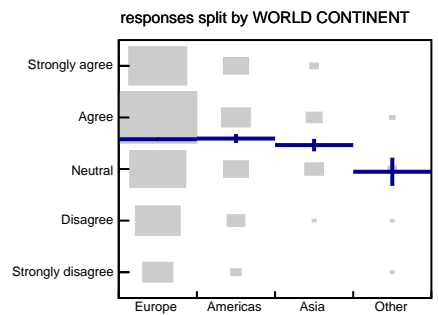
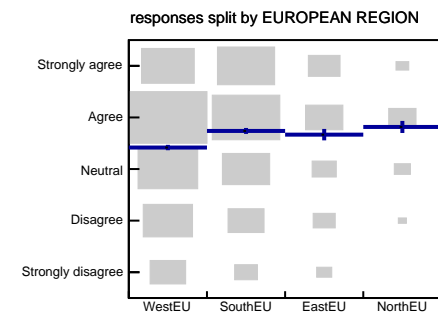
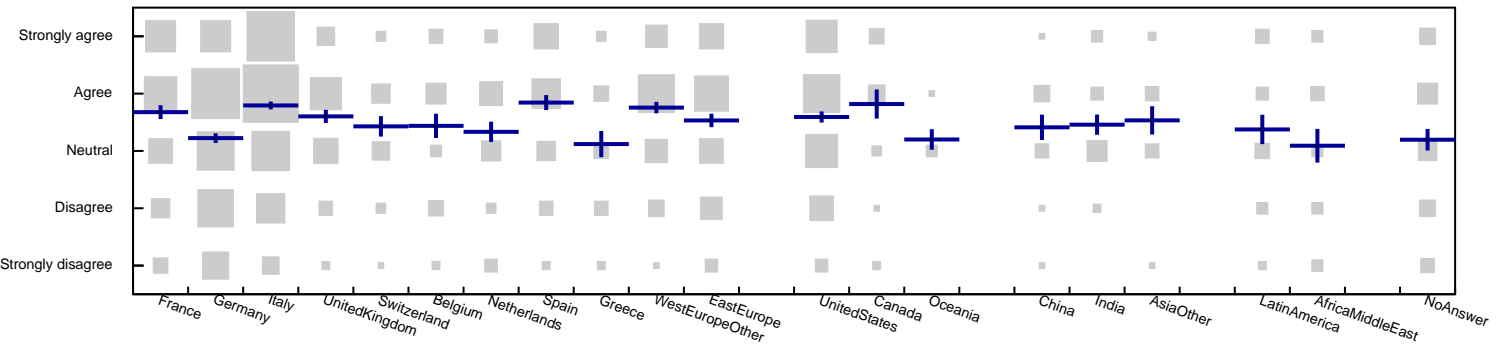
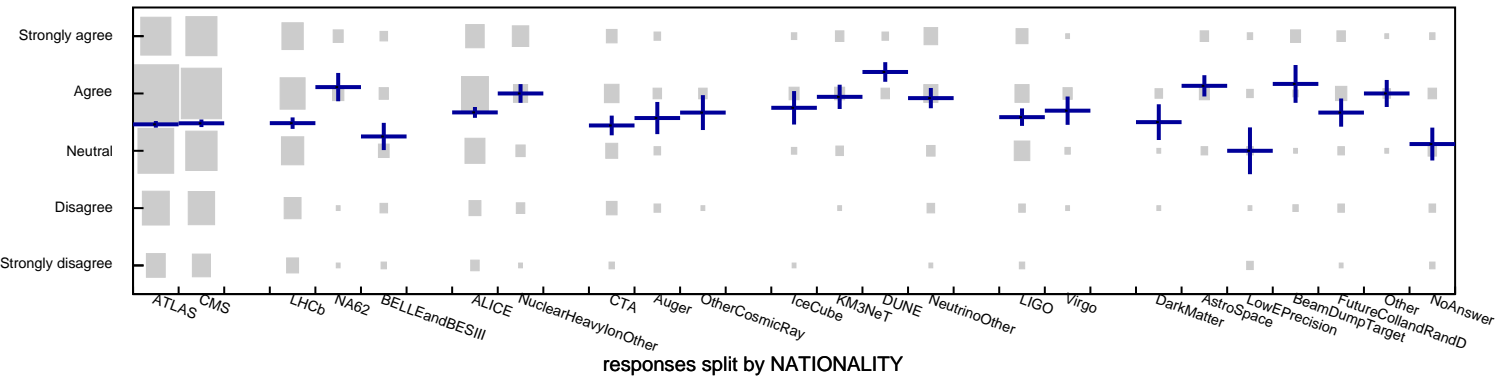
responses split by GENDER



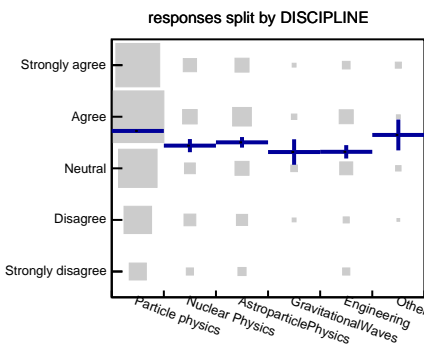
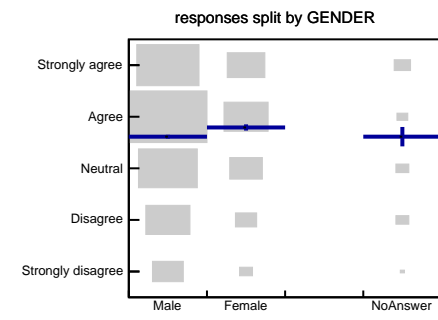
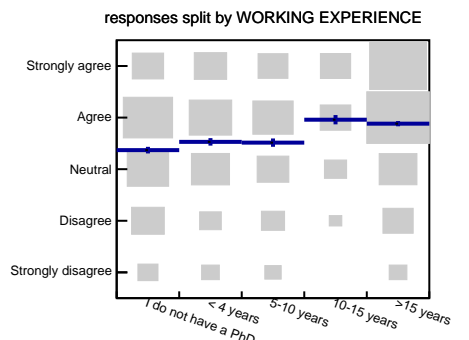
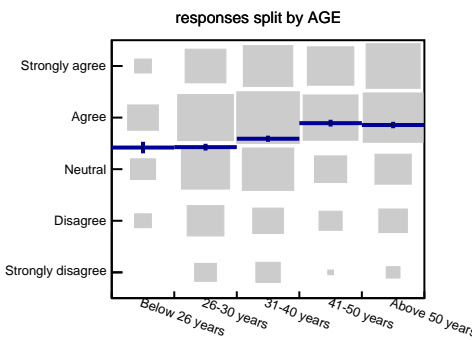
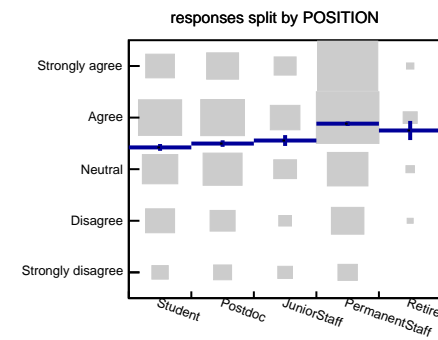
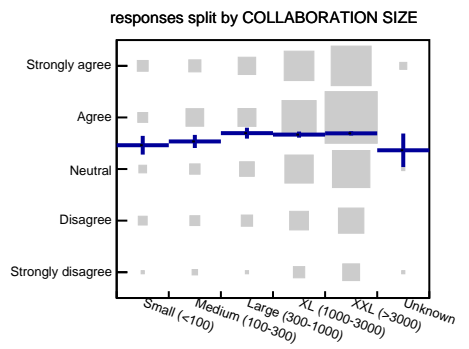
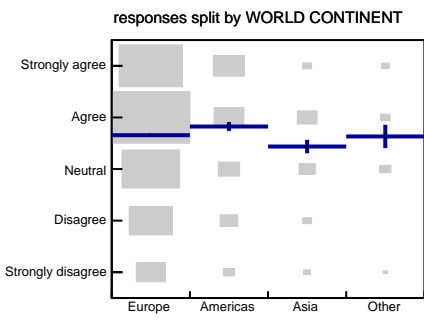
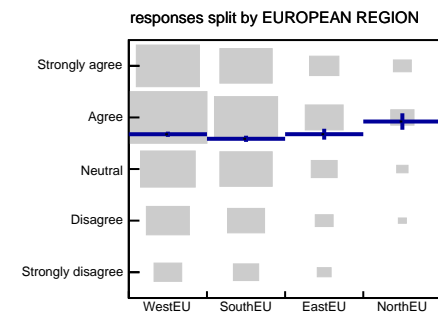
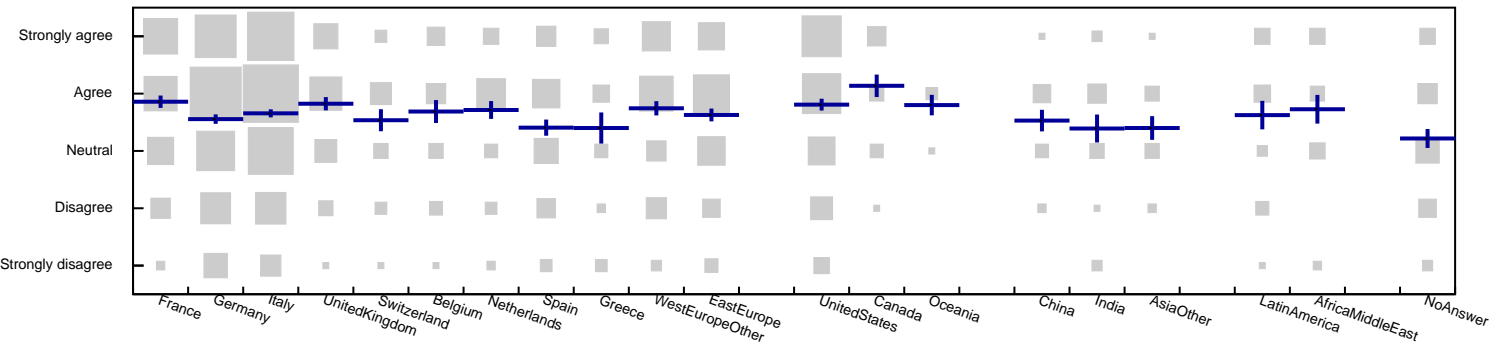
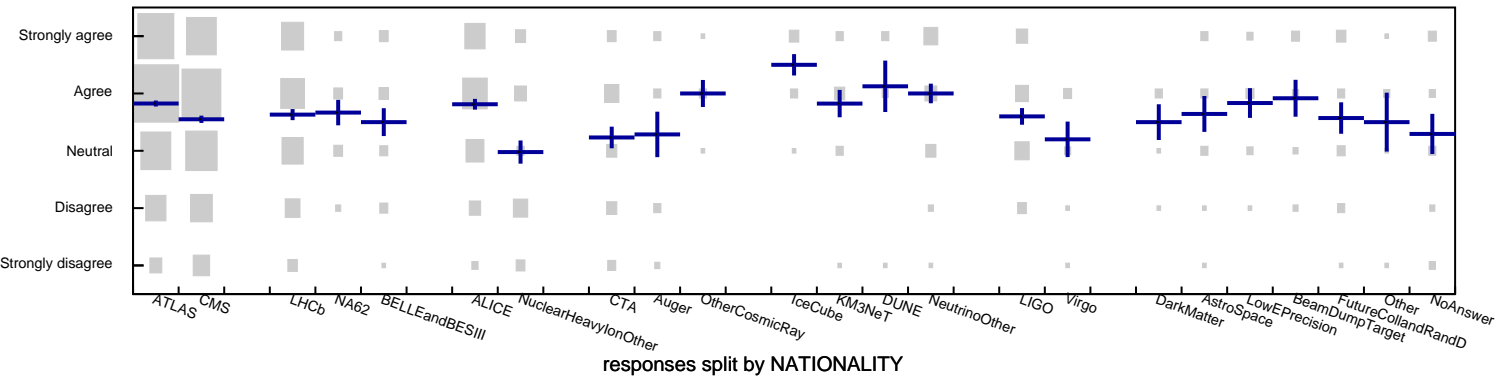
responses split by DISCIPLINE



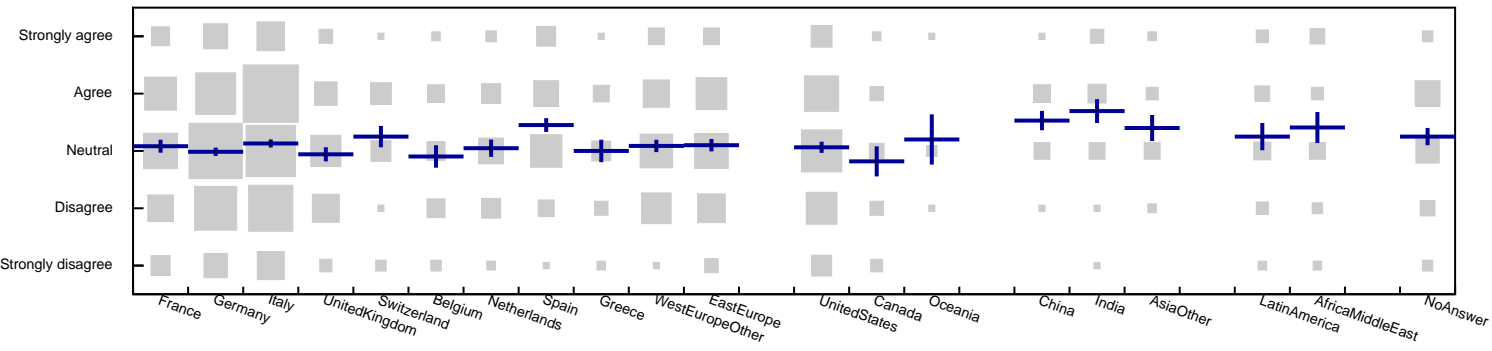
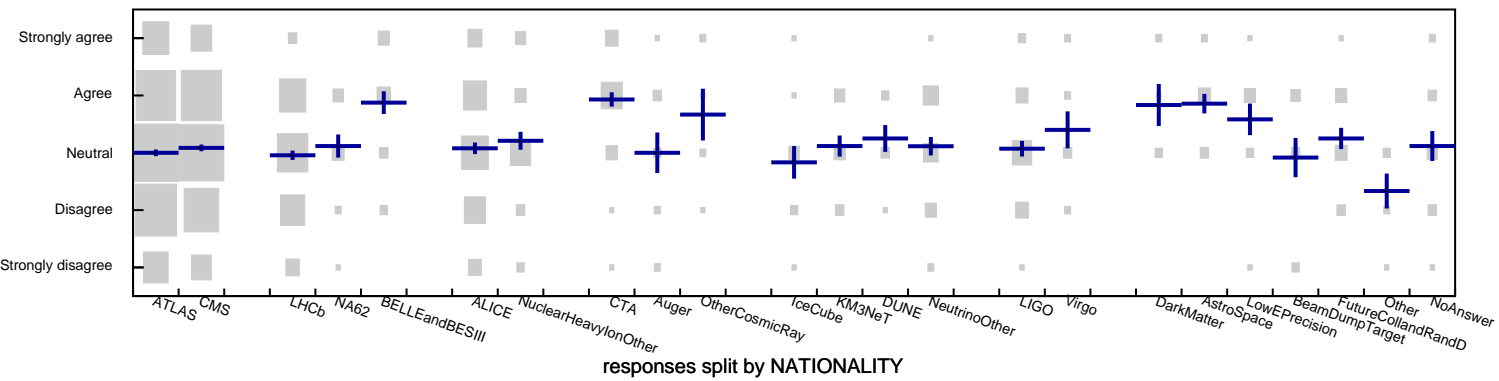
"For me it is important to be included as author of all collaboration-wide papers" - by COLLABORATION



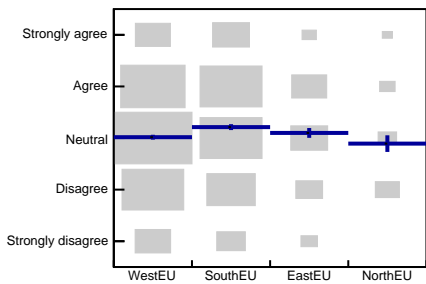
"I support the alphabetic listing of all members of the collaboration" - by COLLABORATION



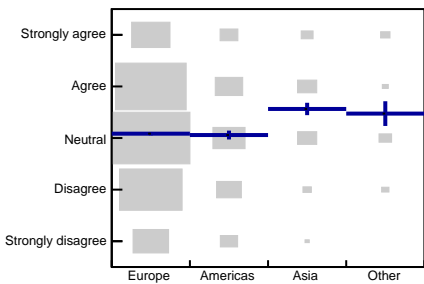
*Additional to the simple alphabetic listing, a sign-up system is to be added where each member of the collaboration can take the responsibility to sign a publication" - by COLLABORATION



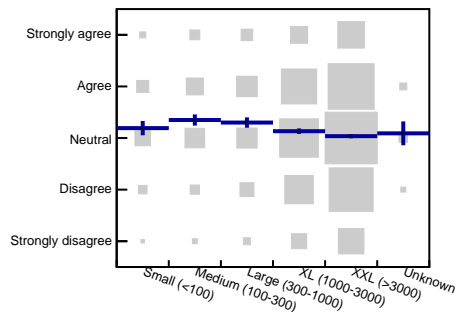
responses split by EUROPEAN REGION



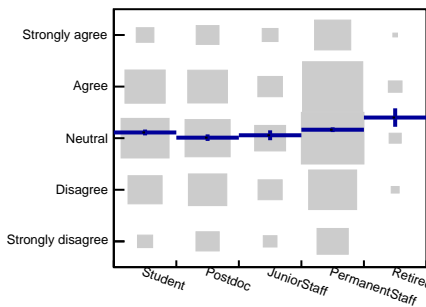
responses split by WORLD CONTINENT



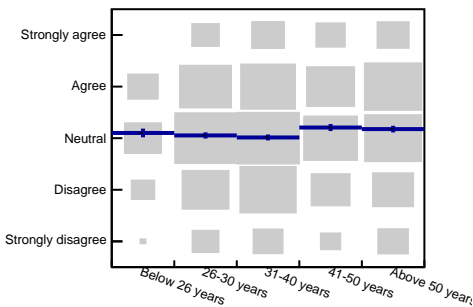
responses split by COLLABORATION SIZE



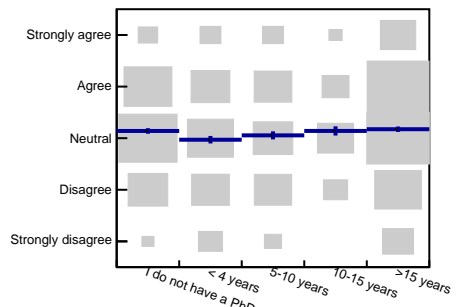
responses split by POSITION



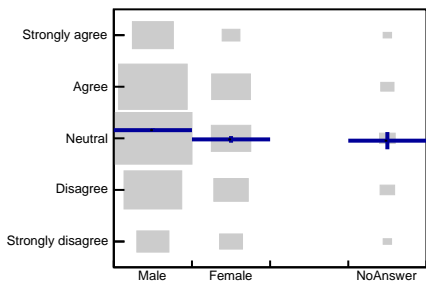
responses split by AGE



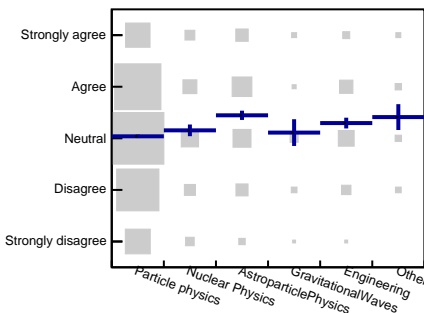
responses split by WORKING EXPERIENCE



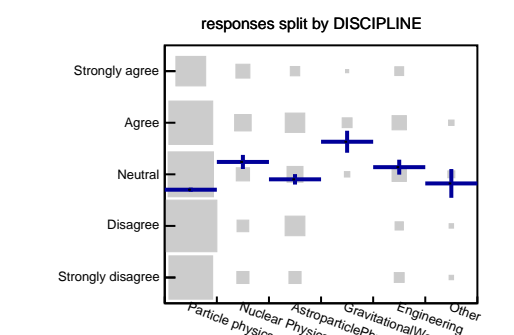
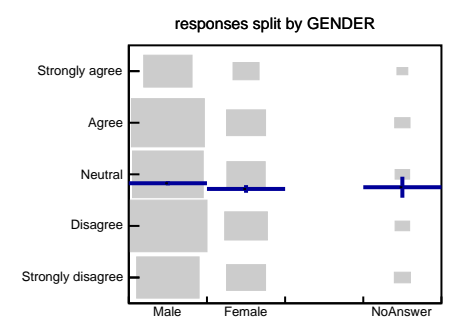
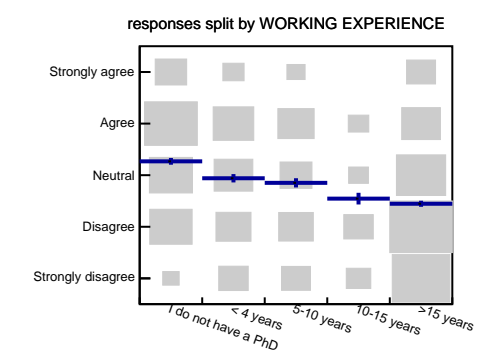
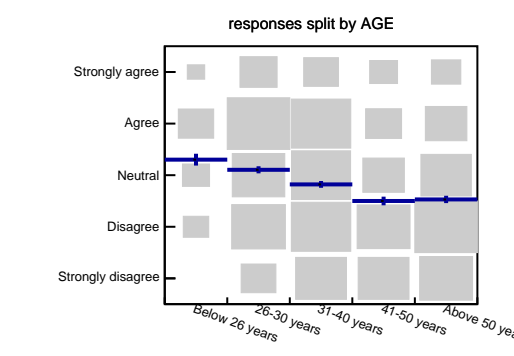
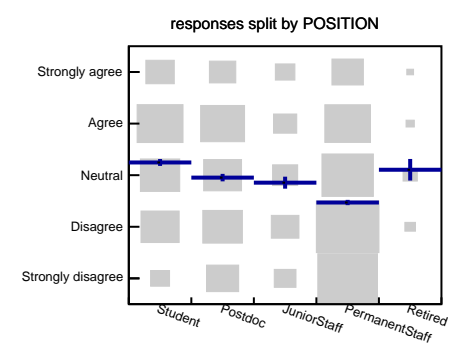
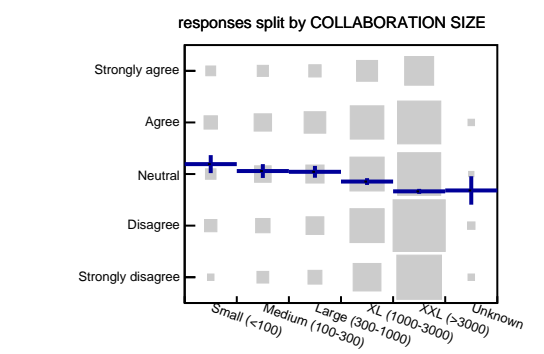
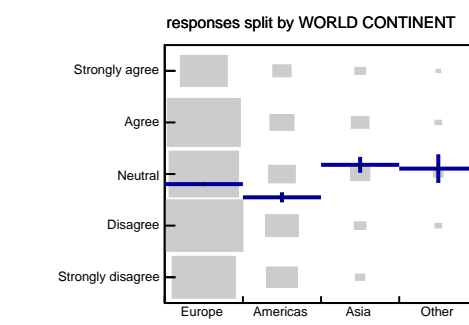
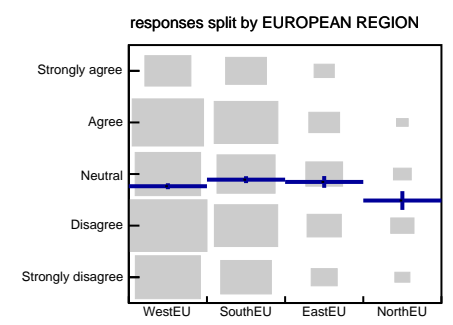
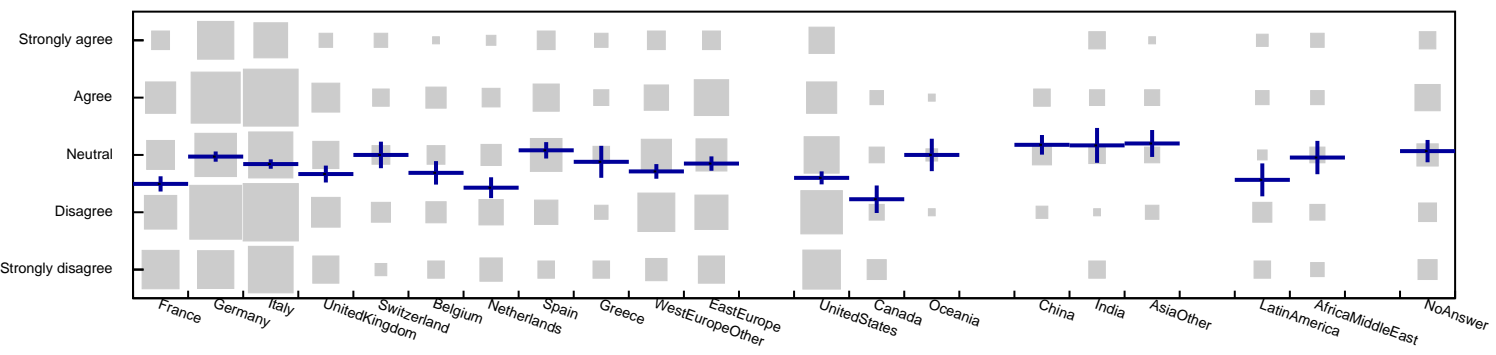
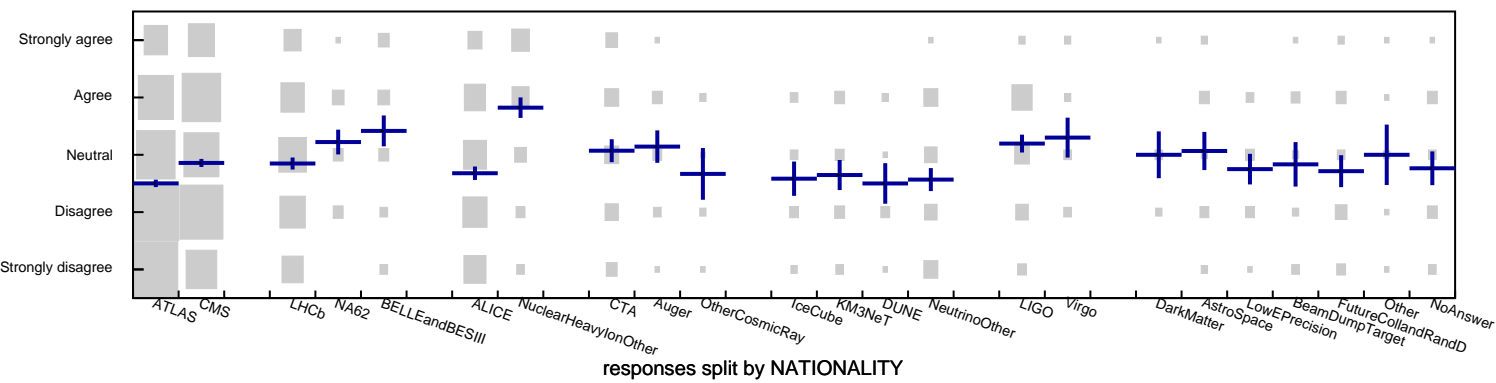
responses split by GENDER

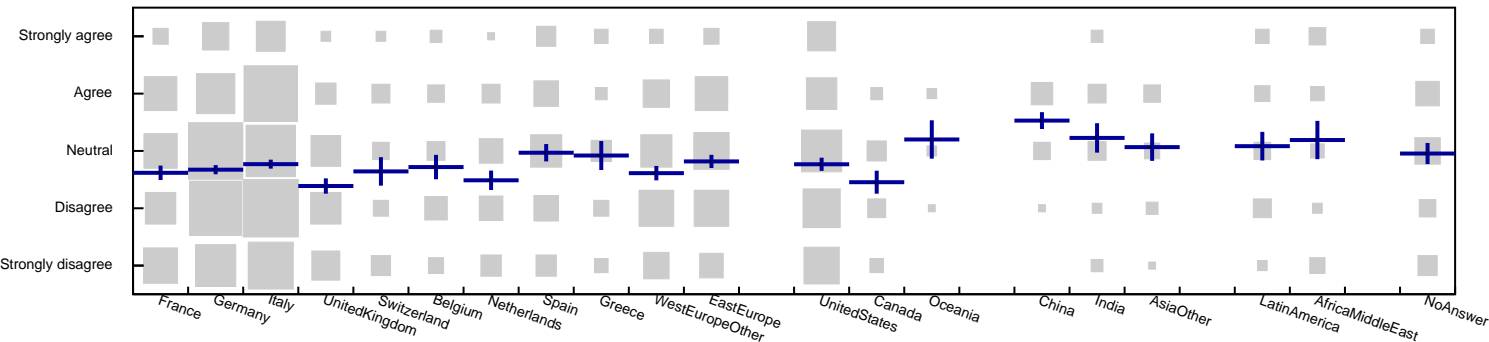
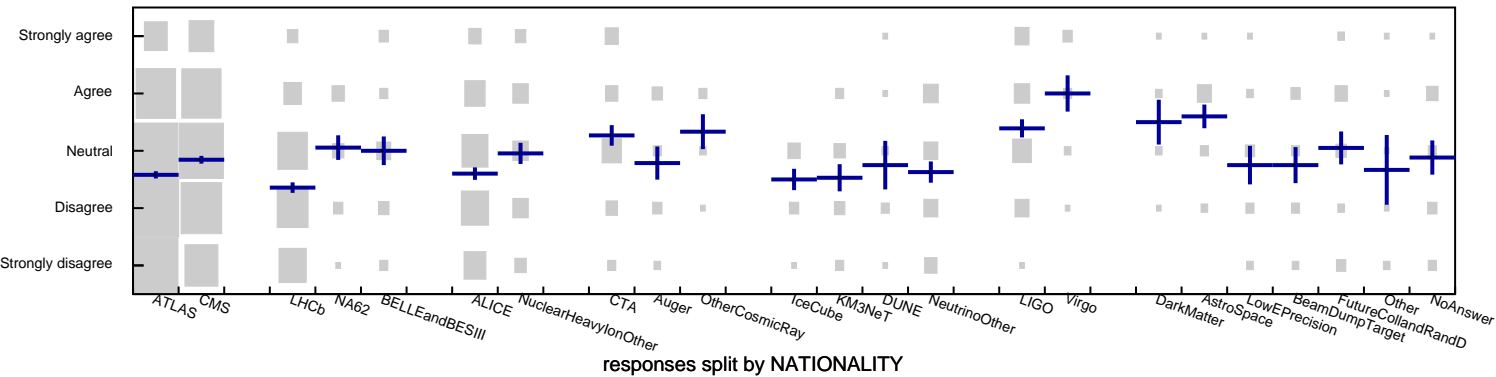


responses split by DISCIPLINE

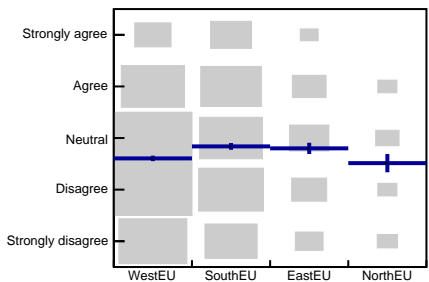


"Compared to the alphabetic listing, a better alternative would be a system using a first author group" - by COLLABORATION

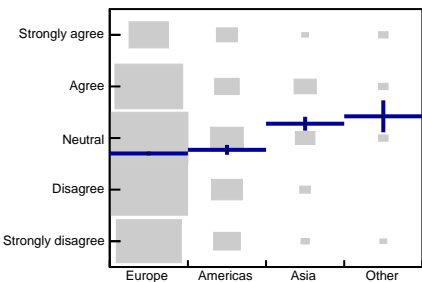




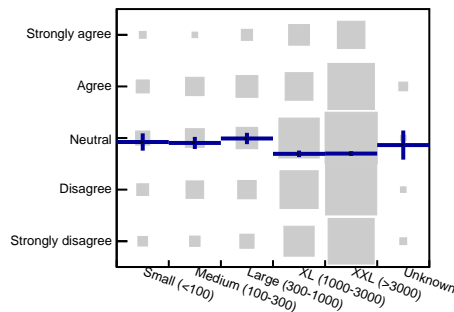
responses split by EUROPEAN REGION



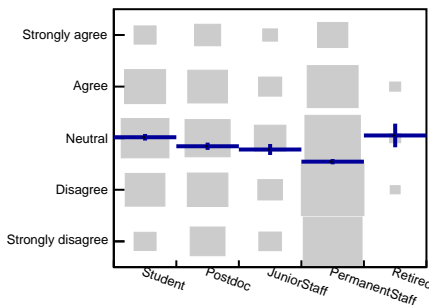
responses split by WORLD CONTINENT



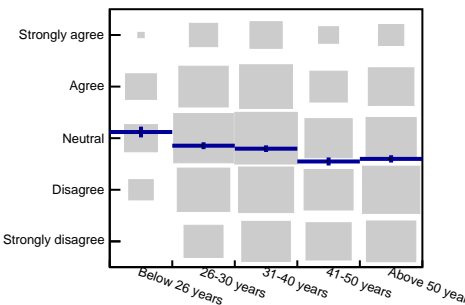
responses split by COLLABORATION SIZE



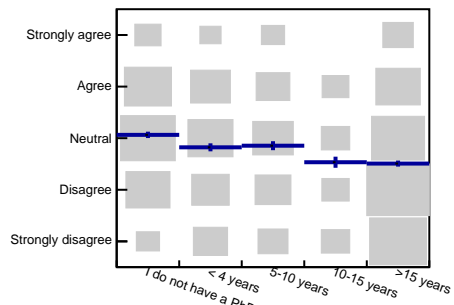
responses split by POSITION



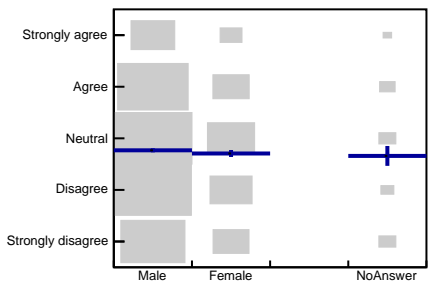
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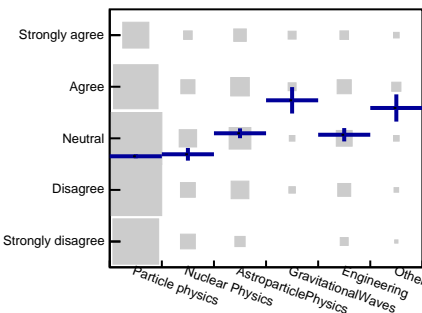
responses split by WORKING EXPERIENCE



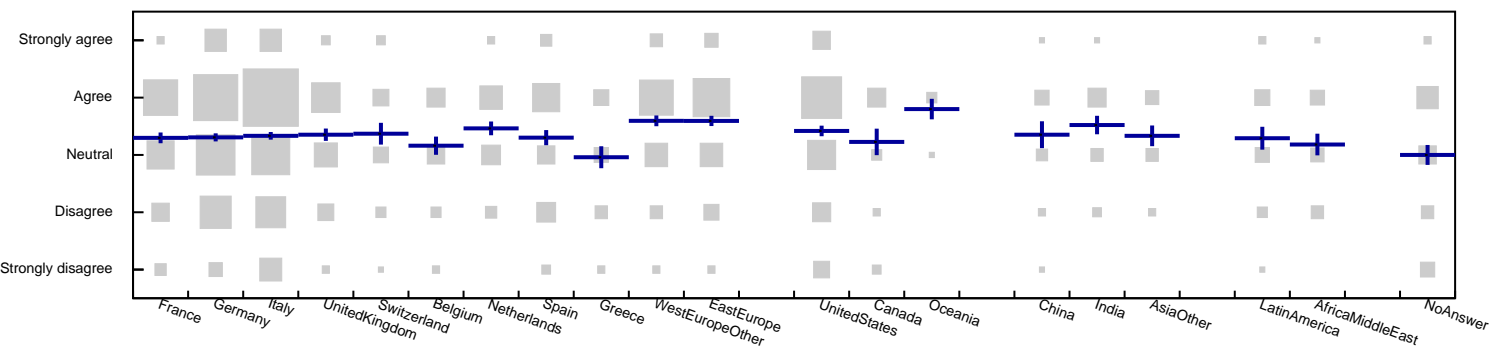
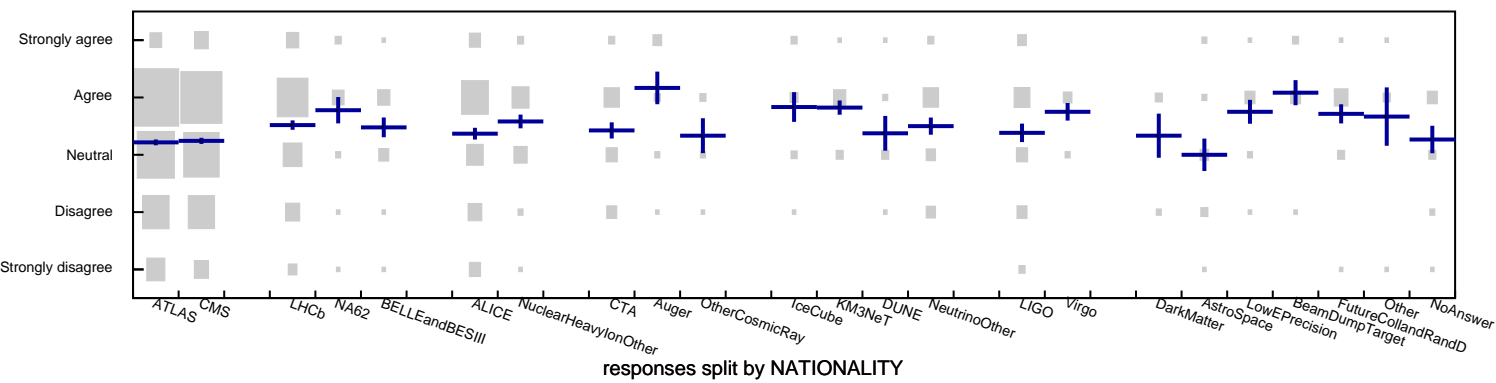
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responses split by DISCIPLINE



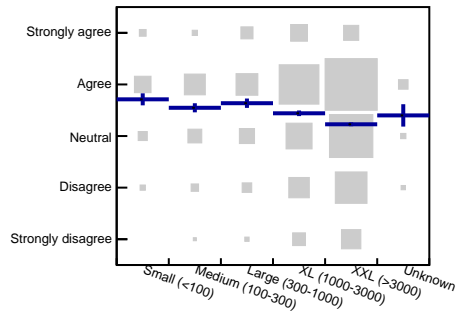
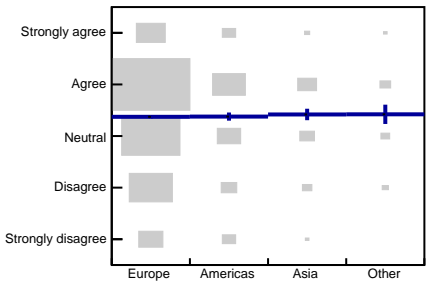
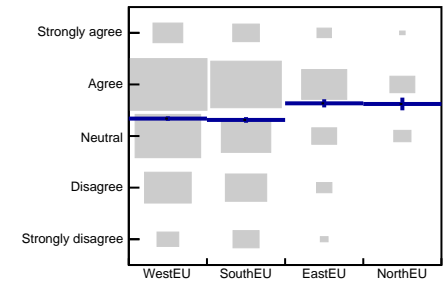
"I perceive the assignment of positions with responsibility in my collaboration (e.g. conveners) as fair" - by COLLABORATION



responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

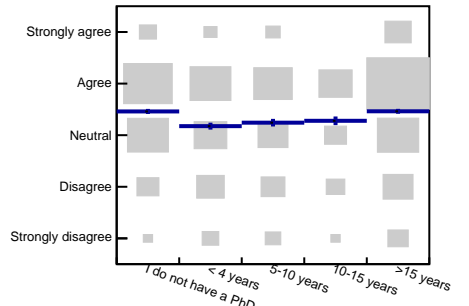
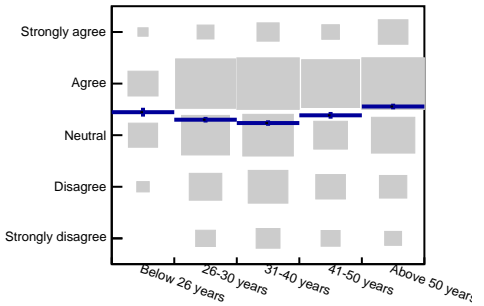
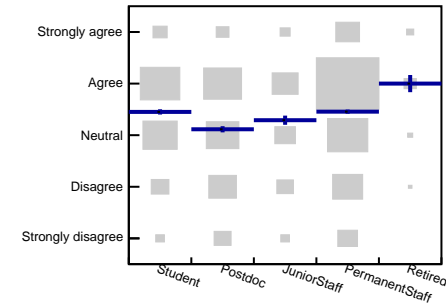
responses split by COLLABORATION SIZE



responses split by POSITION

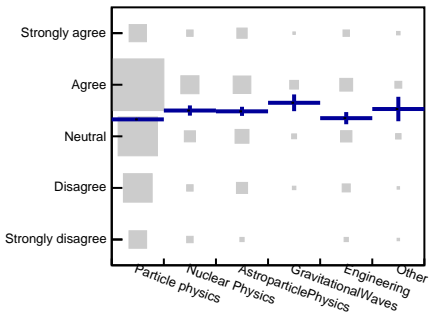
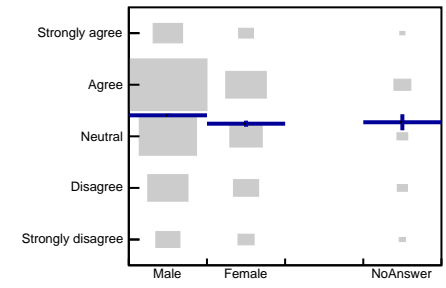
responses split by AGE

responses split by WORKING EXPERIENCE

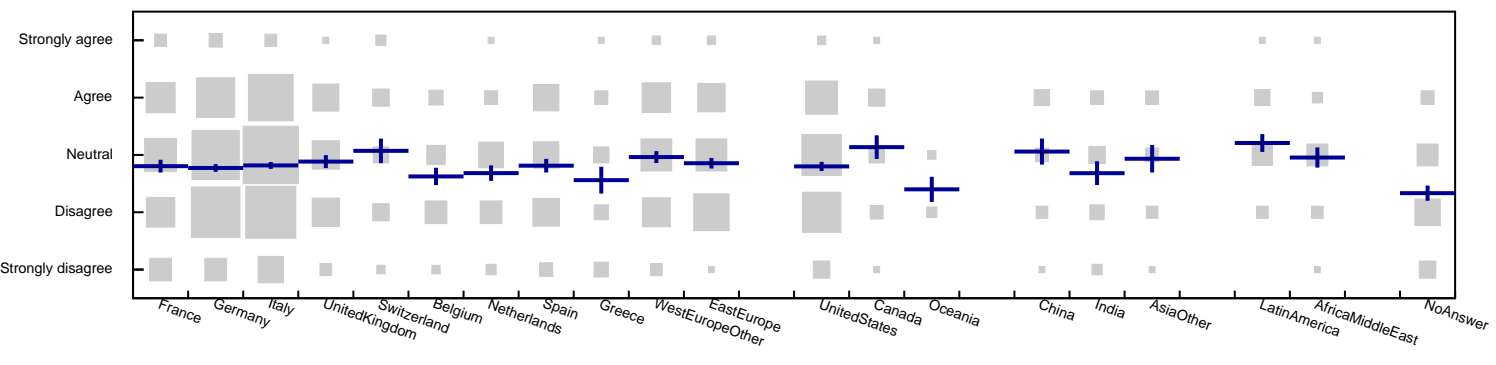
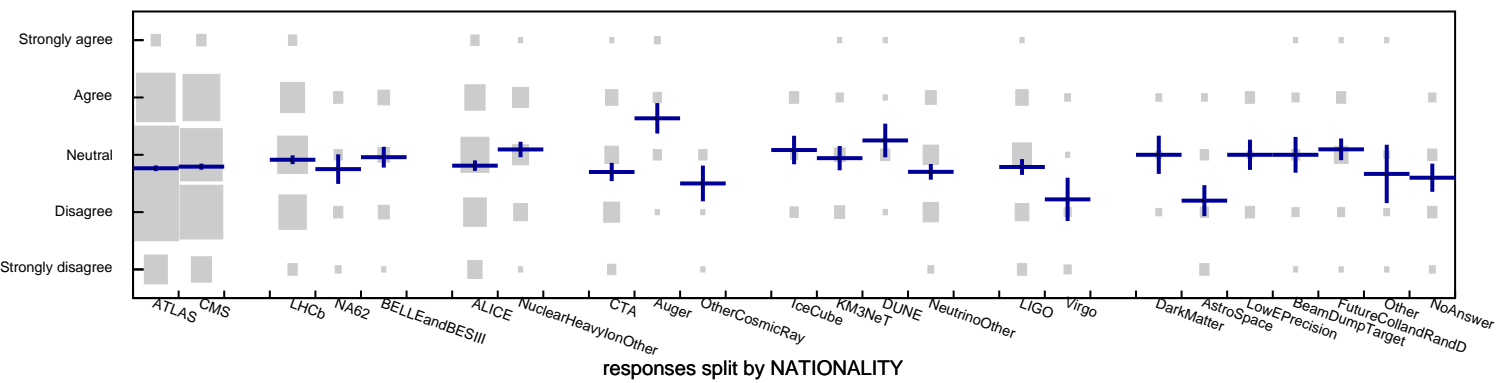


responses split by GENDER

responses split by DISCIPLINE



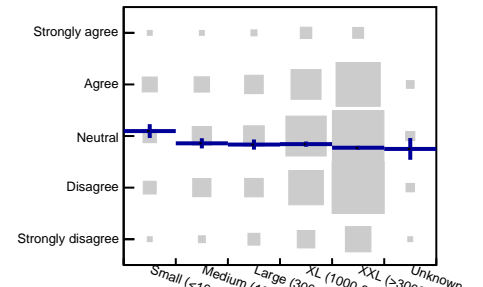
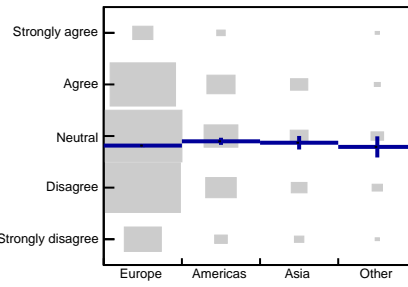
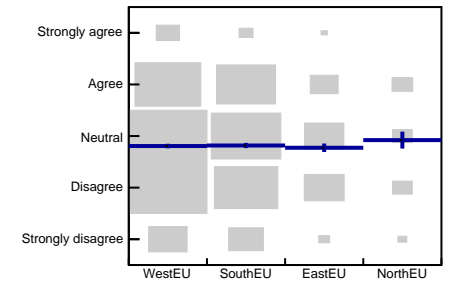
"I perceive that the profiles of positions with responsibility are well known outside my collaboration" - by COLLABORATION



responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

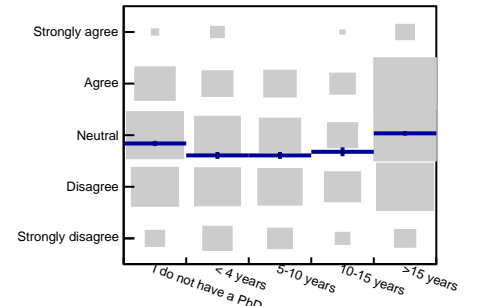
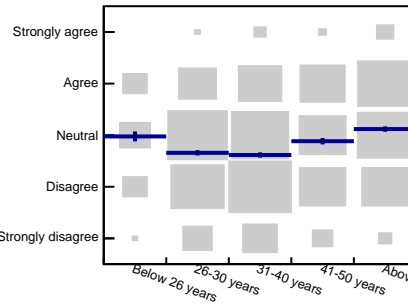
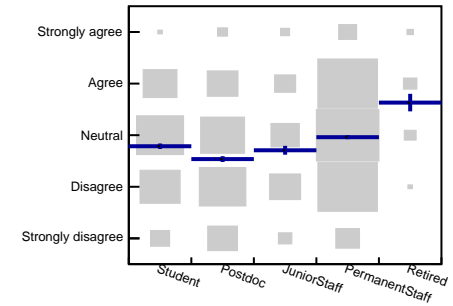
responses split by COLLABORATION SIZE



responses split by POSITION

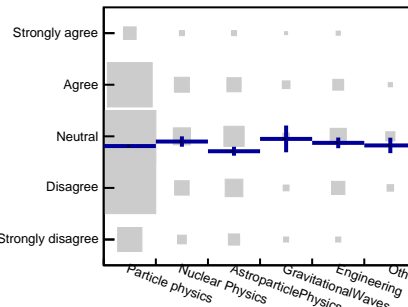
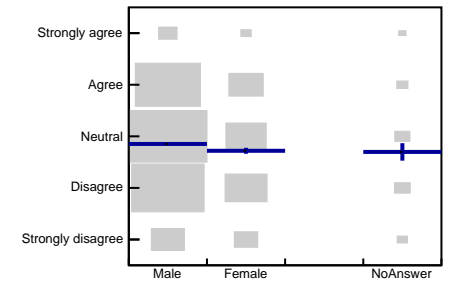
responses split by AGE

responses split by WORKING EXPERIENCE

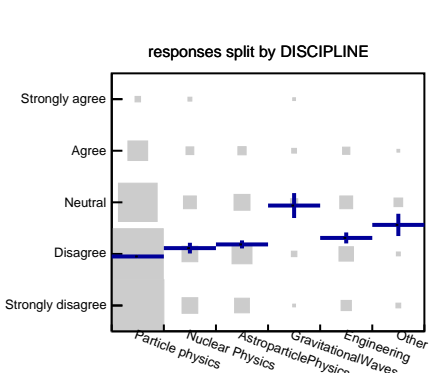
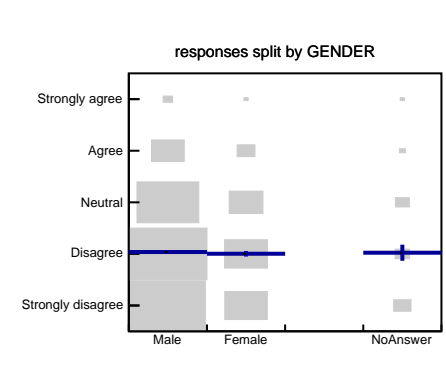
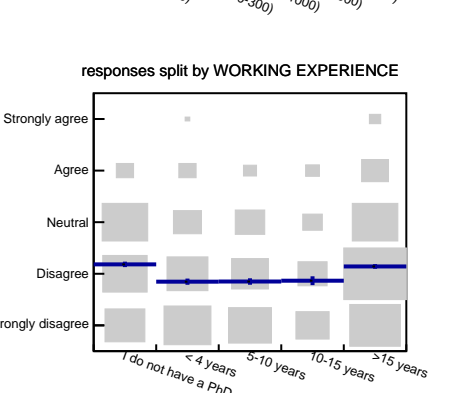
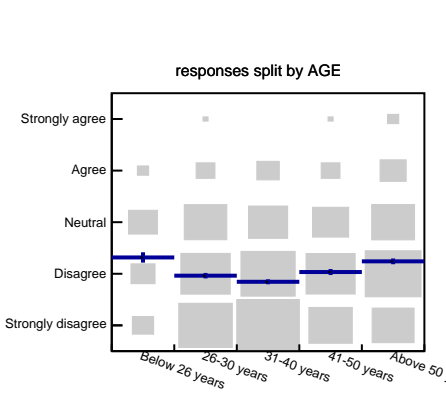
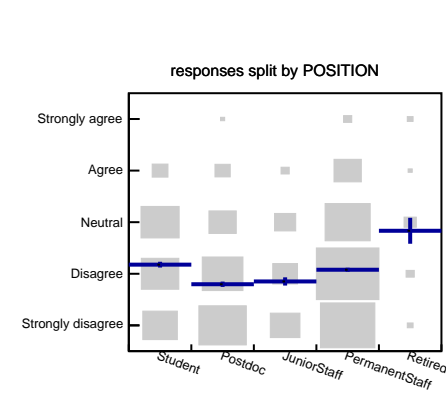
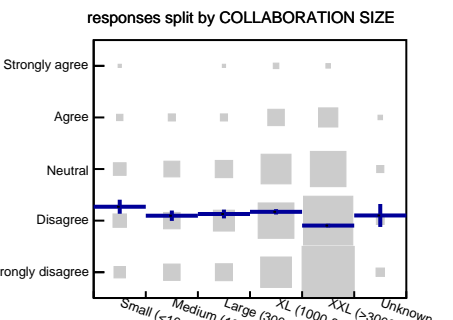
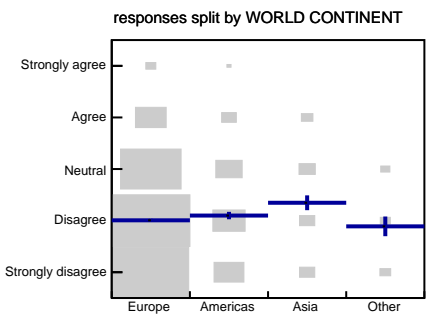
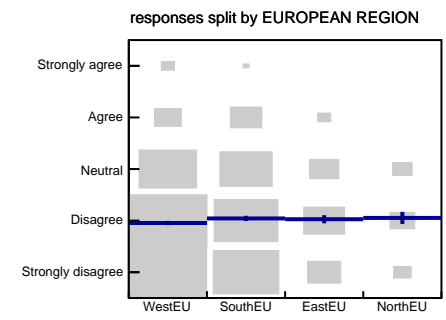
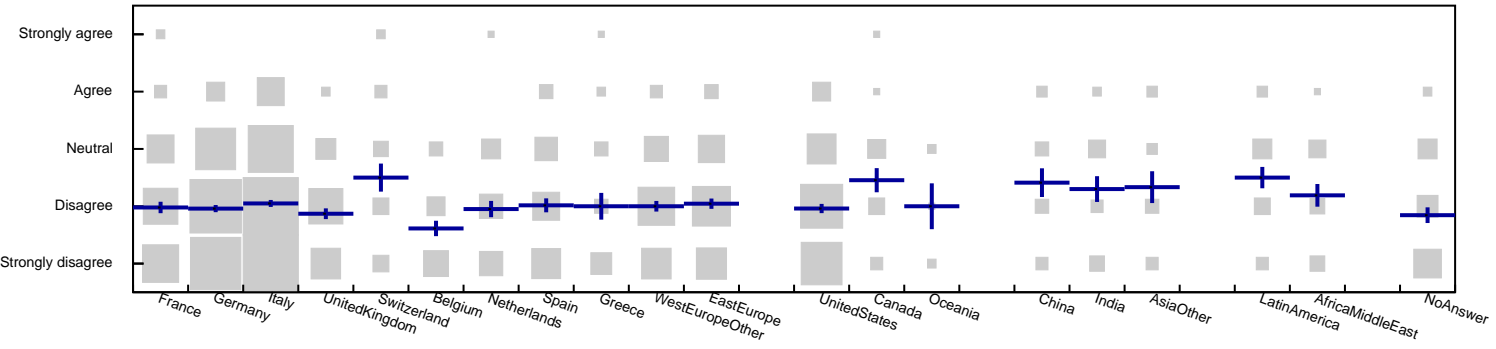
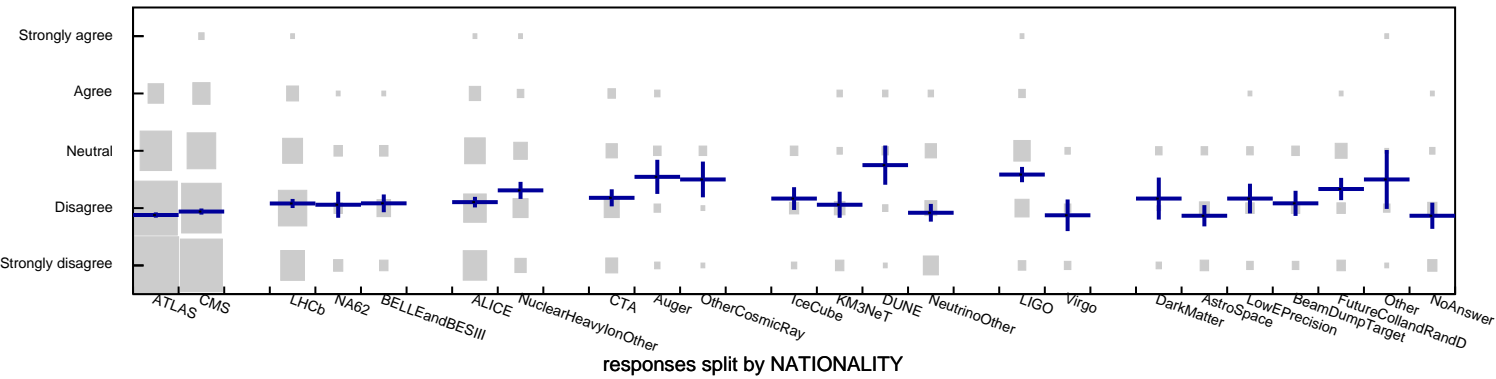


responses split by GENDER

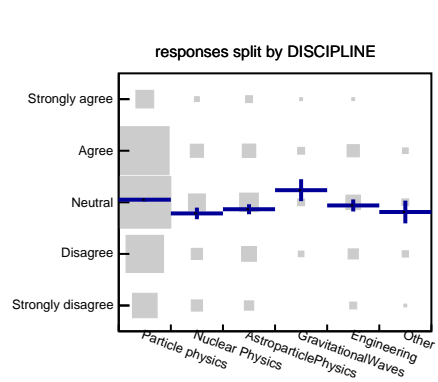
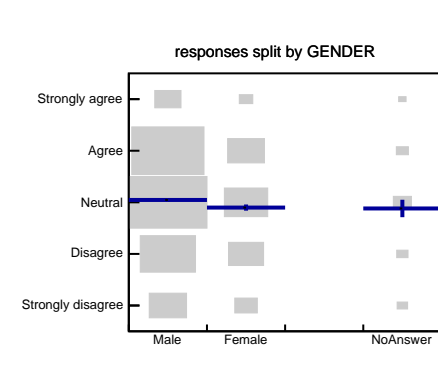
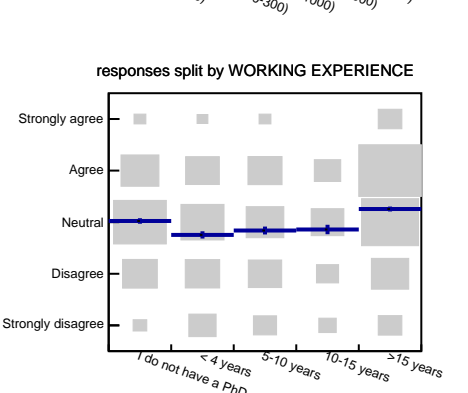
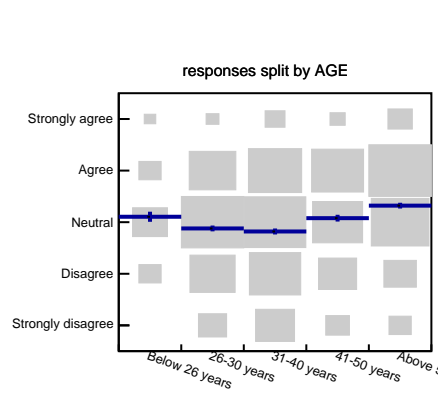
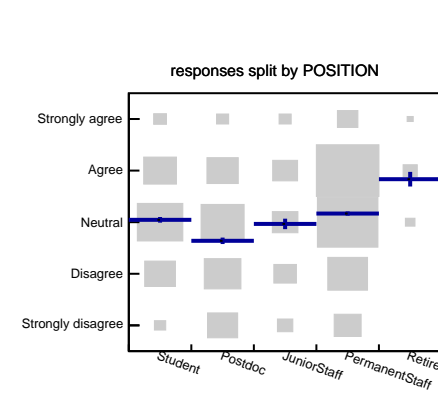
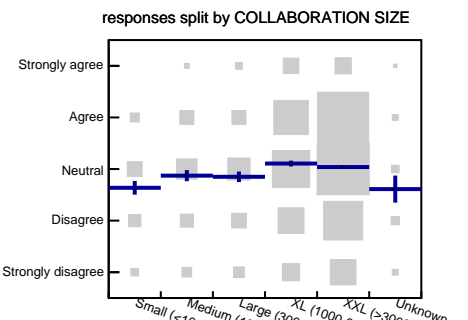
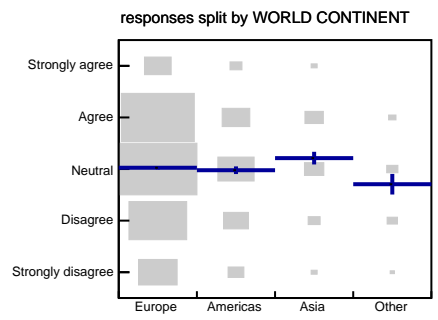
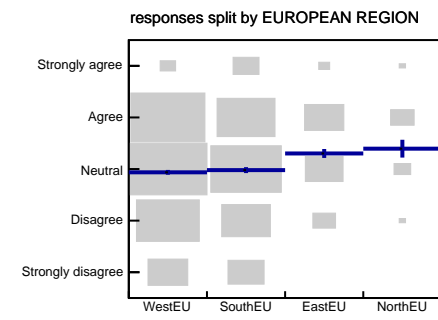
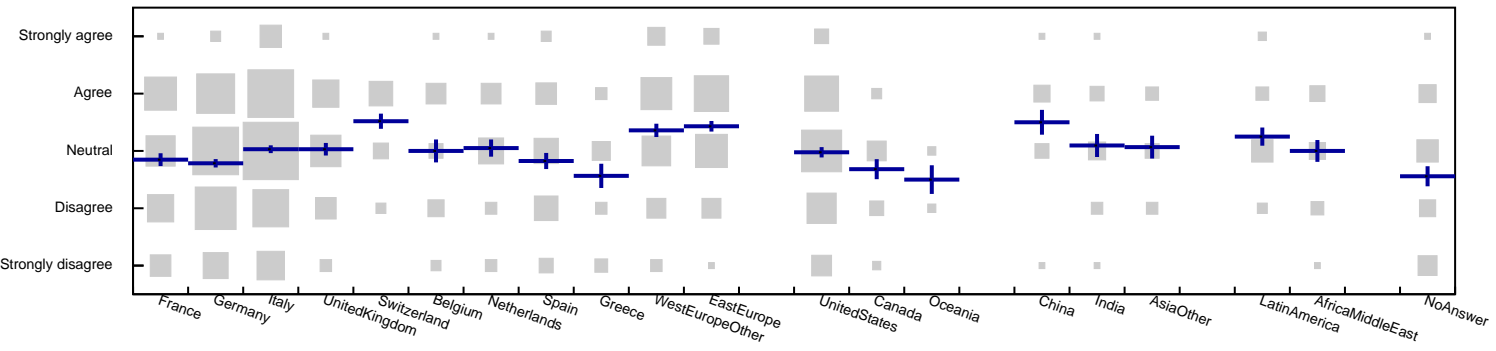
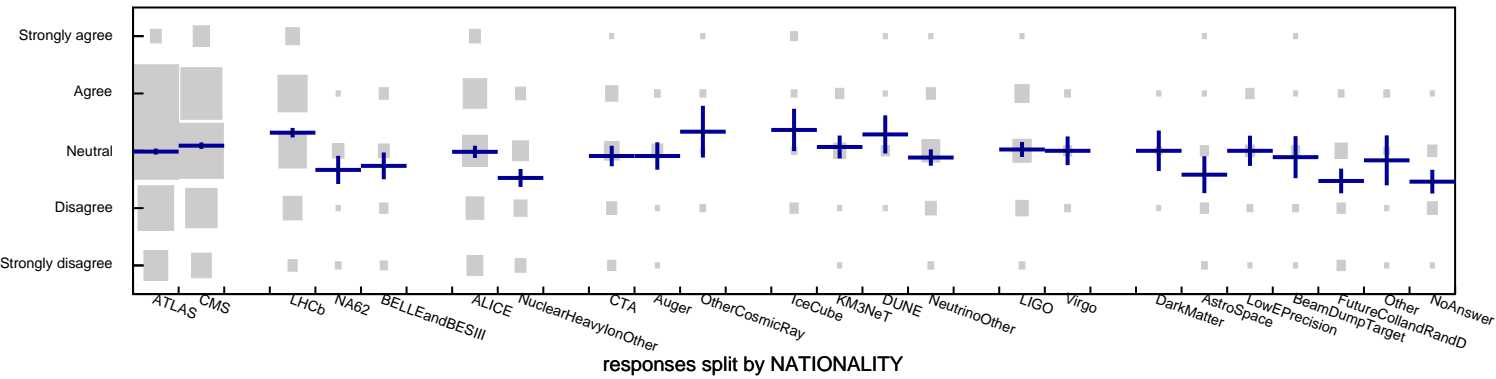
responses split by DISCIPLINE



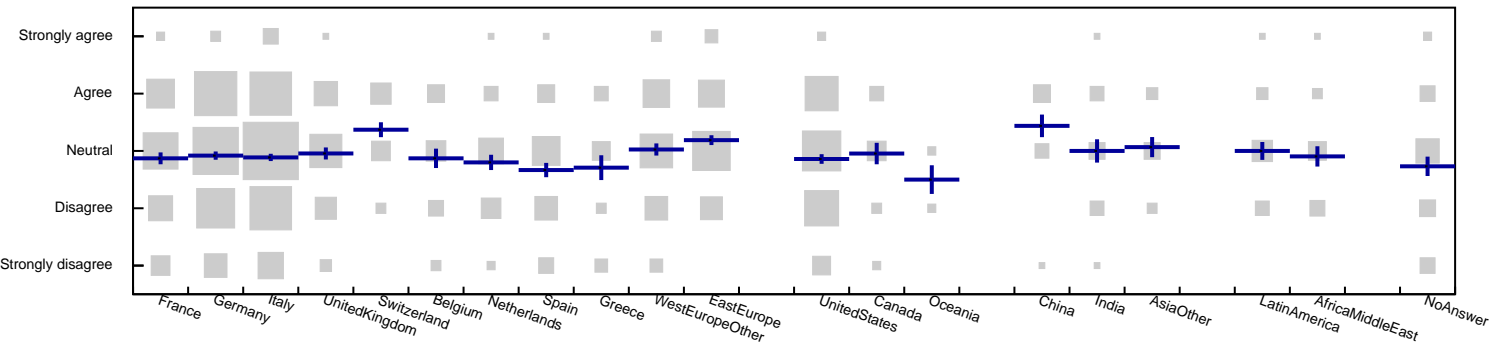
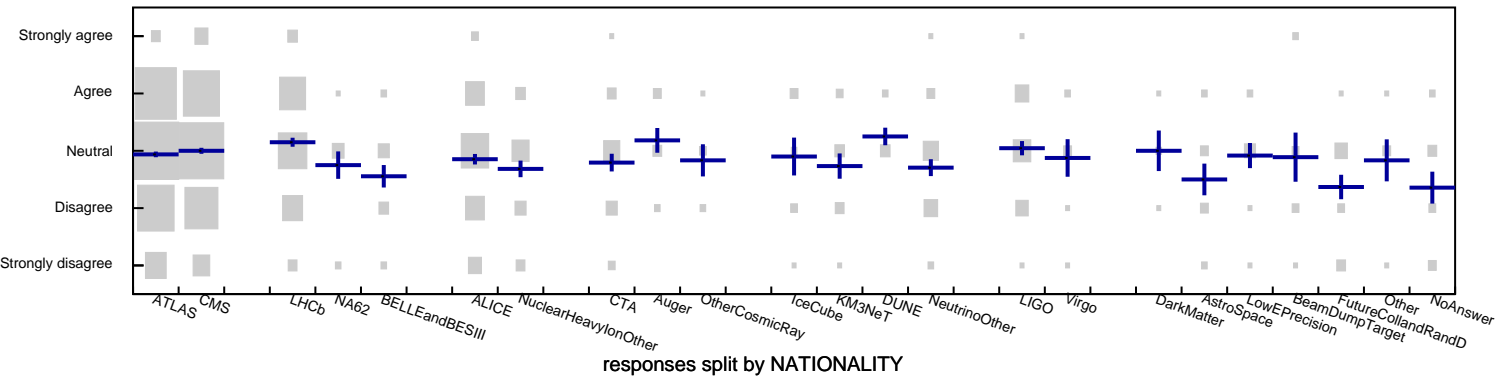
"I perceive that the profile of positions with responsibility are well known outside the particle physics community" - by COLLABORATION



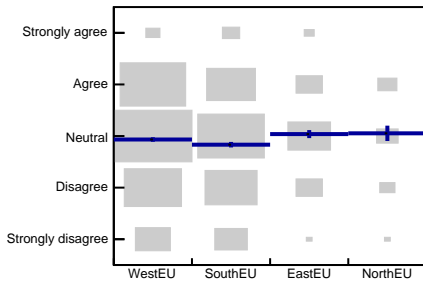
"I perceive the process of nominations for awards as sufficiently transparent and accessible in my collaboration" - by COLLABORATION



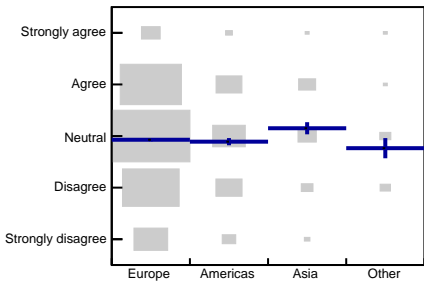
"I perceive that the profiles of these awards are sufficiently clear and advertised to be appreciated adequately outside the collaboration" - by COLLABORATION



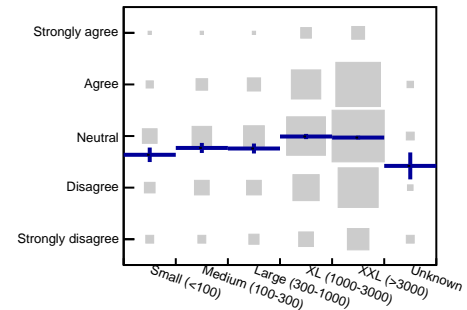
responses split by EUROPEAN REGION



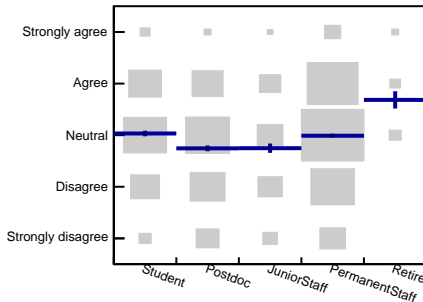
responses split by WORLD CONTINENT



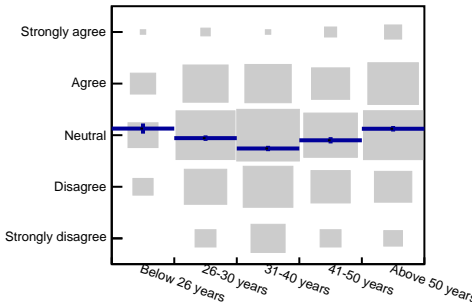
responses split by COLLABORATION SIZE



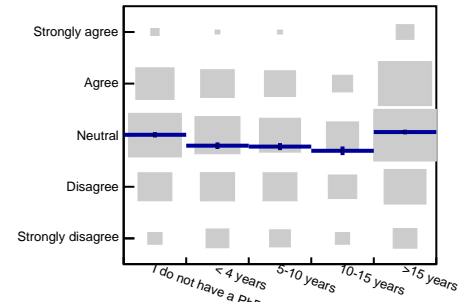
responses split by POSITION



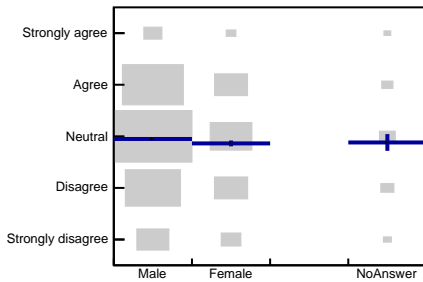
responses split by AGE



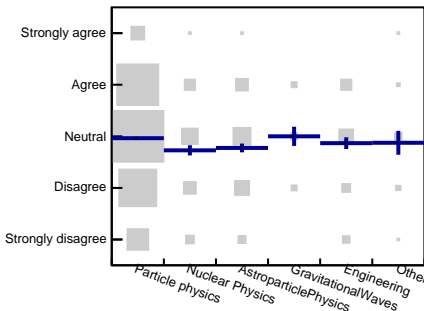
responses split by WORKING EXPERIENCE



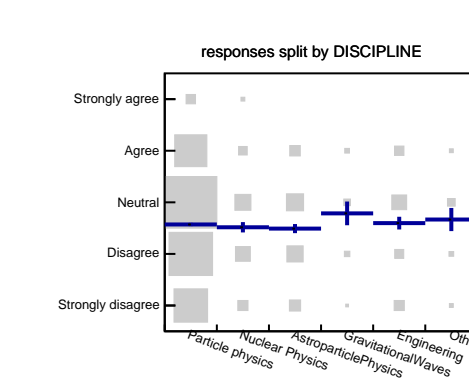
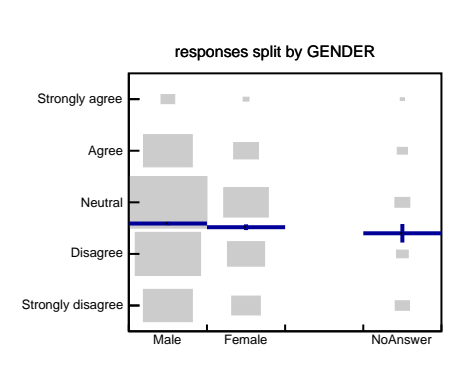
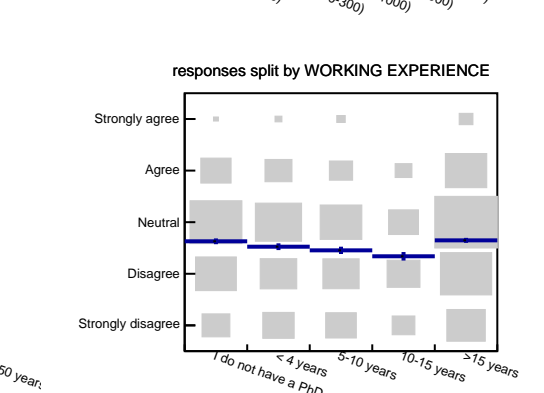
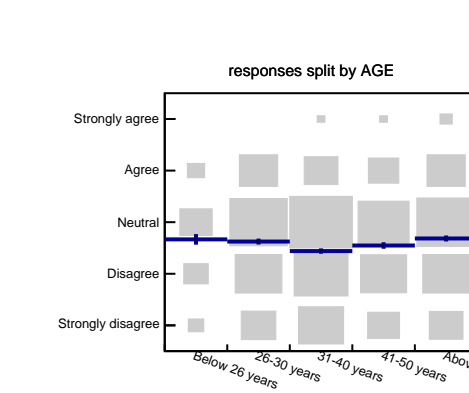
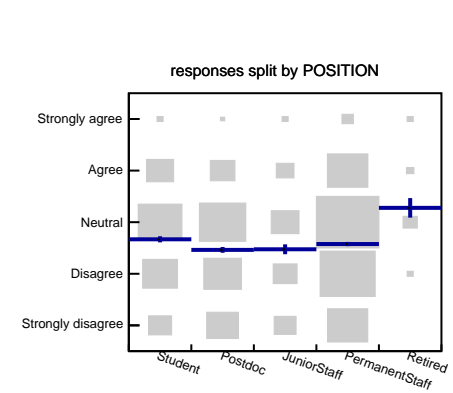
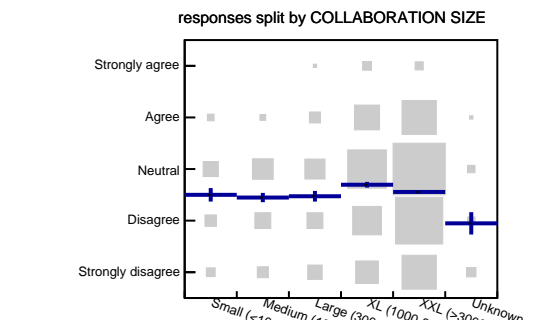
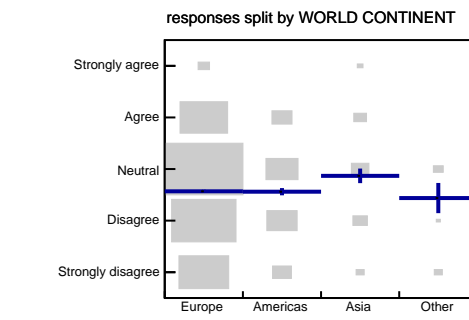
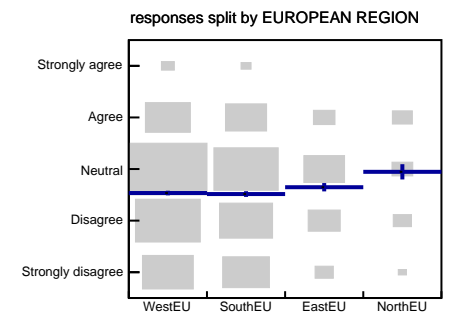
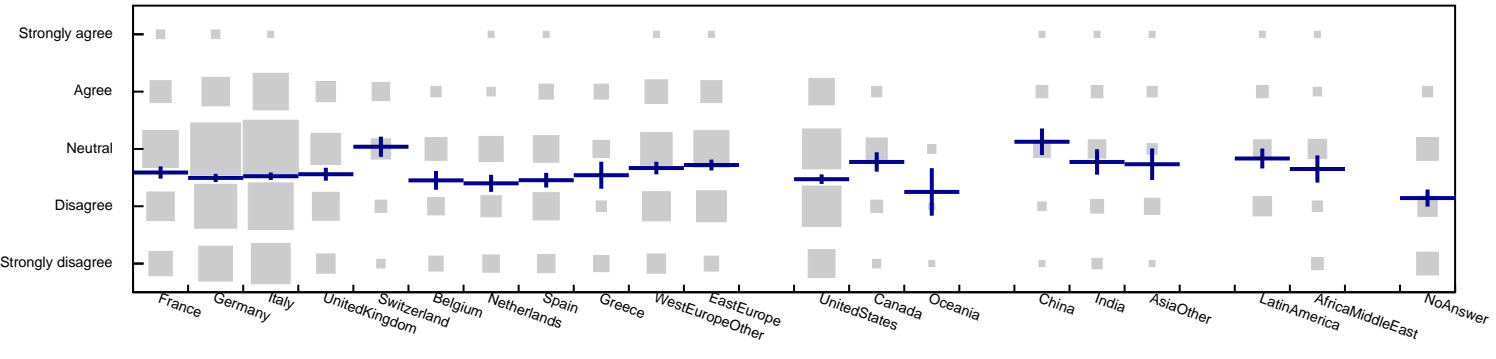
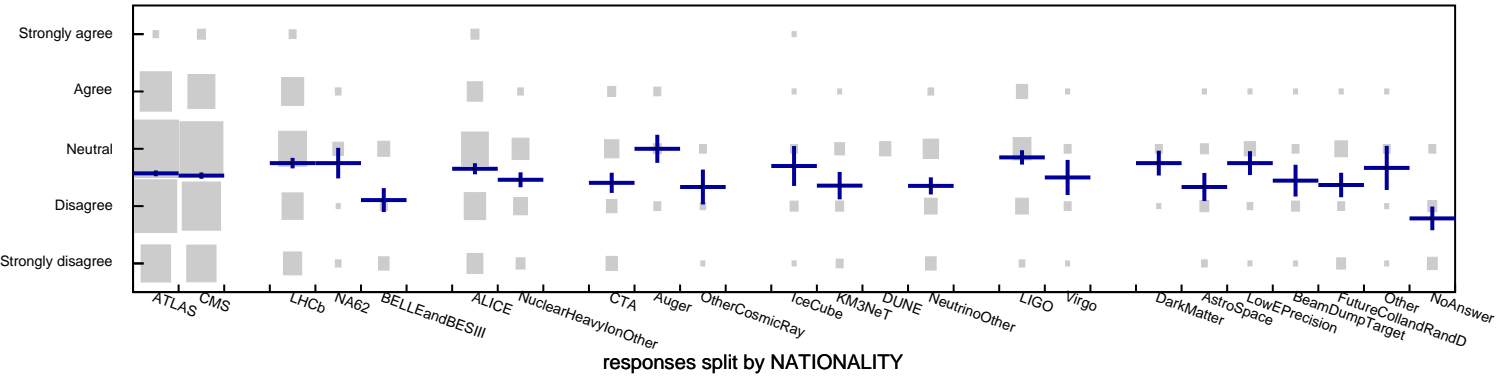
responses split by GENDER



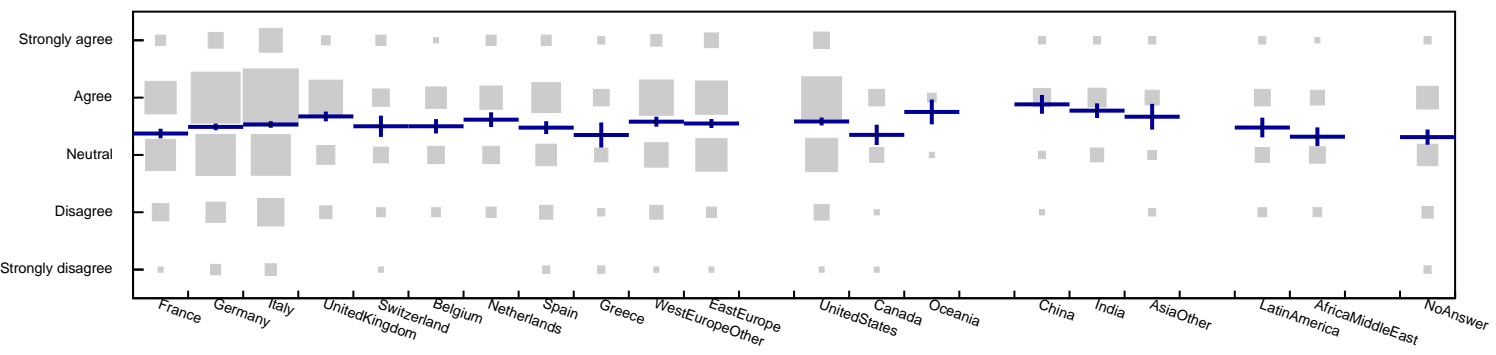
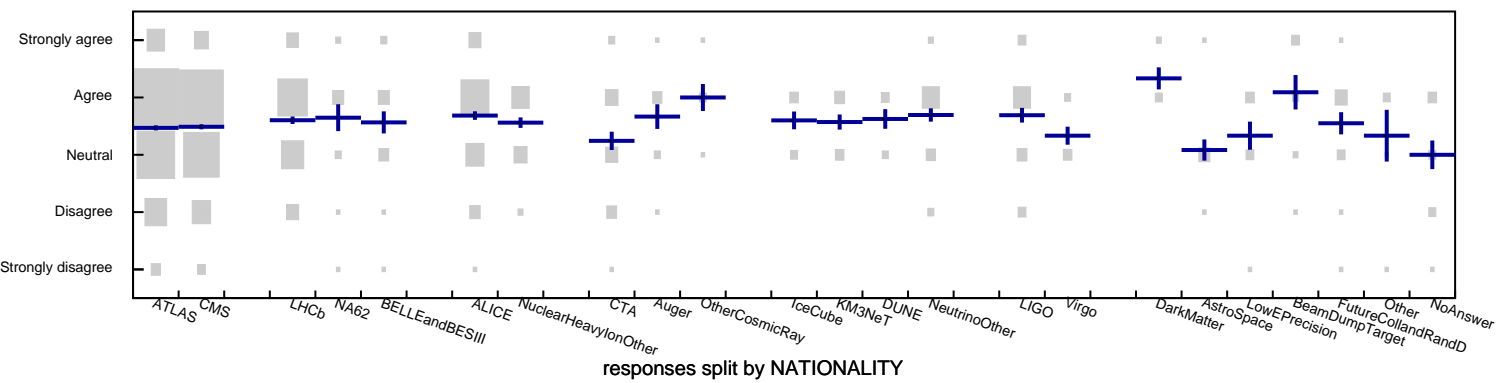
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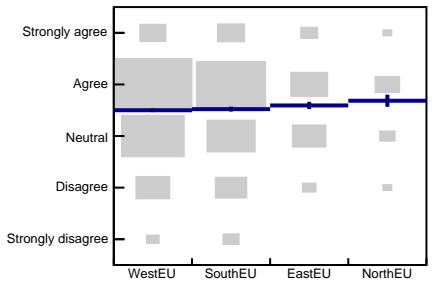
"I perceive that the profiles of these awards are sufficiently clear and advertised to be appreciated adequately outside the particle physics community" - by COLLABORATION



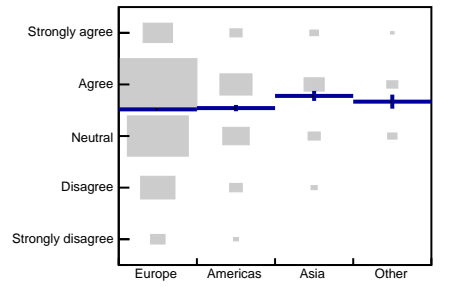
"I trust evaluators when they select peers inside or outside my collaboration to assess me" - by COLLABORATION



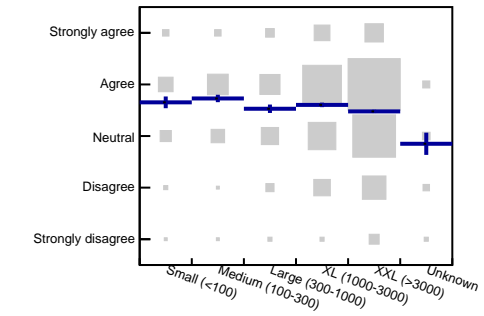
responses split by EUROPEAN REGION



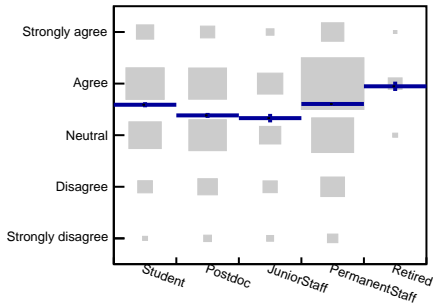
responses split by WORLD CONTINENT



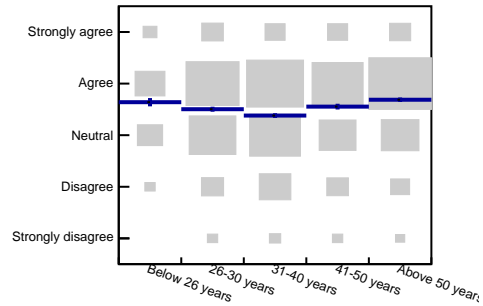
responses split by COLLABORATION SIZE



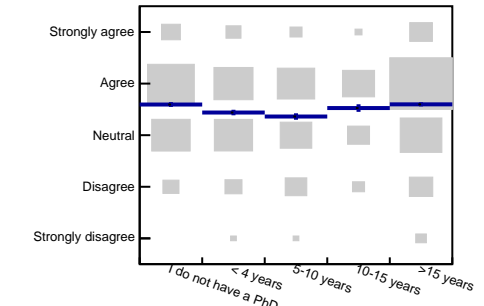
responses split by POSITION



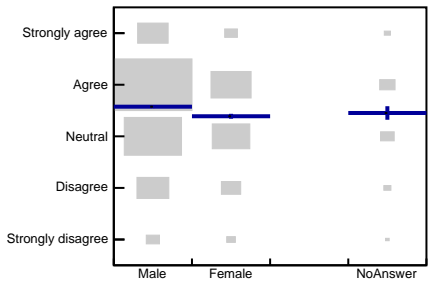
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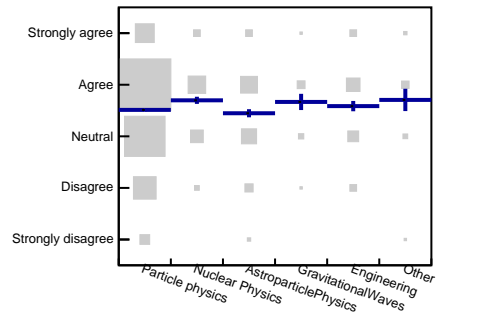
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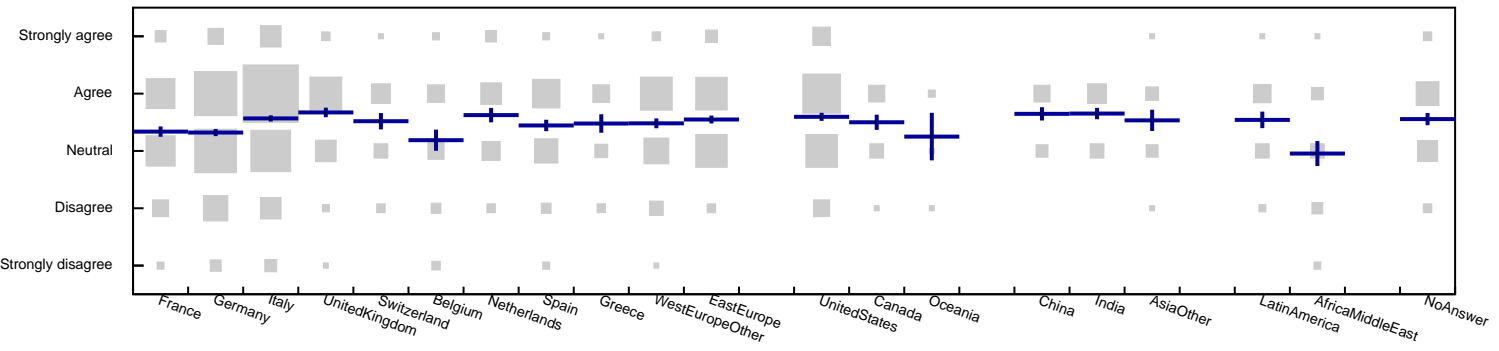
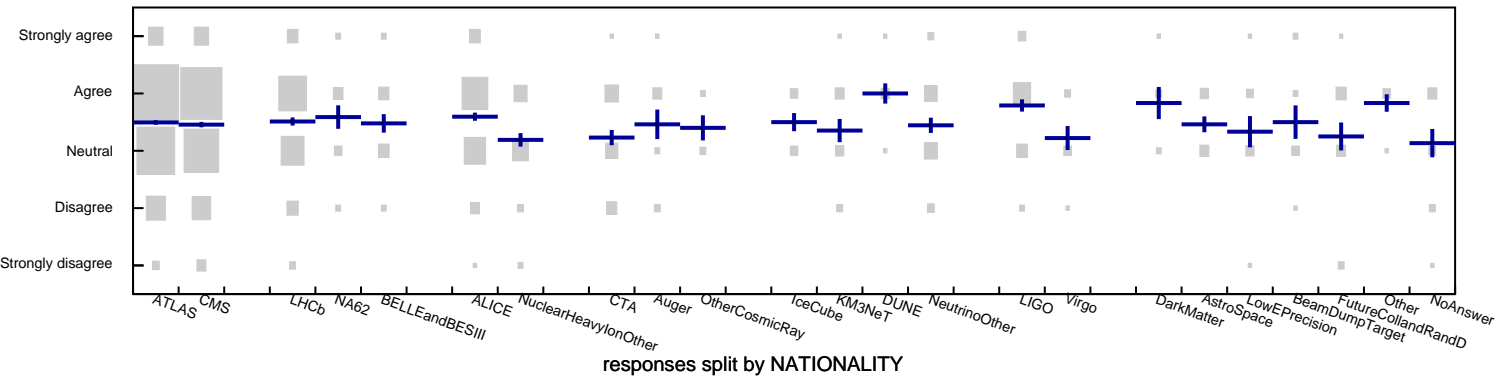
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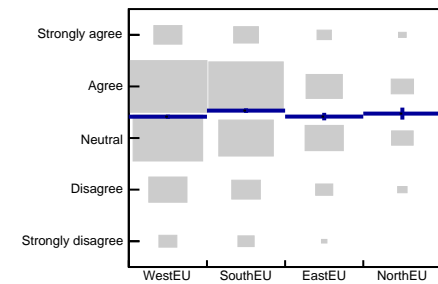
responses split by DISCIPLINE



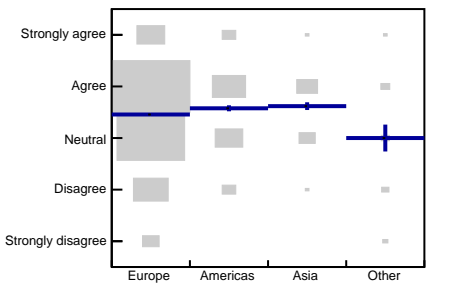
"I trust the assessment when the individual (that is evaluated) selects the authors of the reference letters himself/herself" - by COLLABORATION



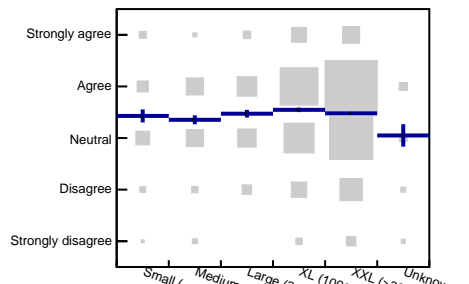
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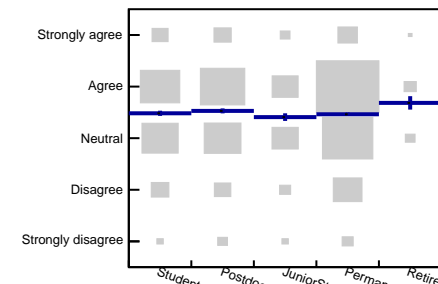
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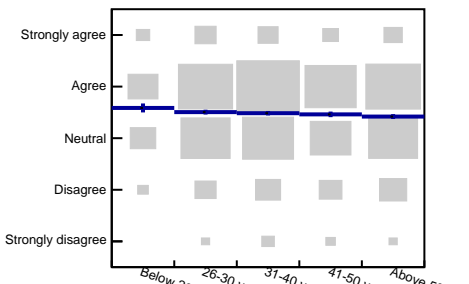
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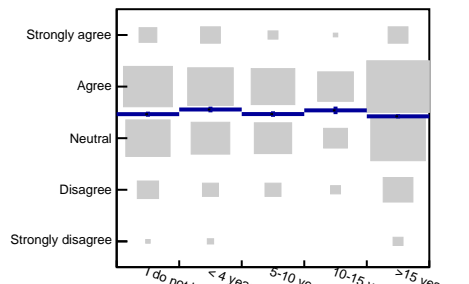
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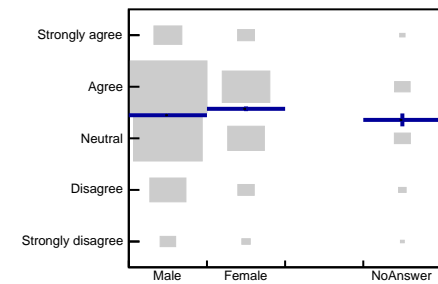
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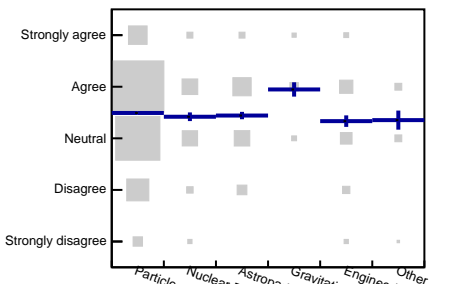
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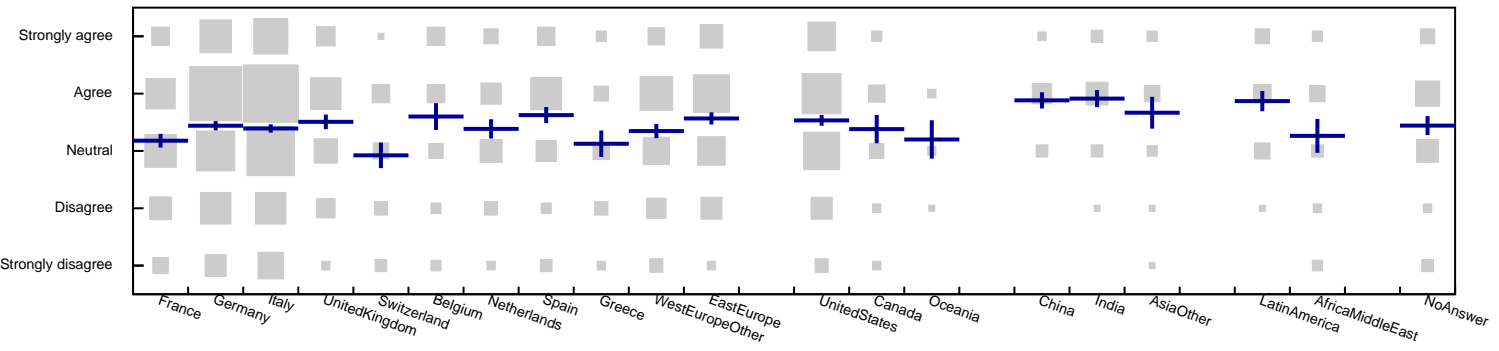
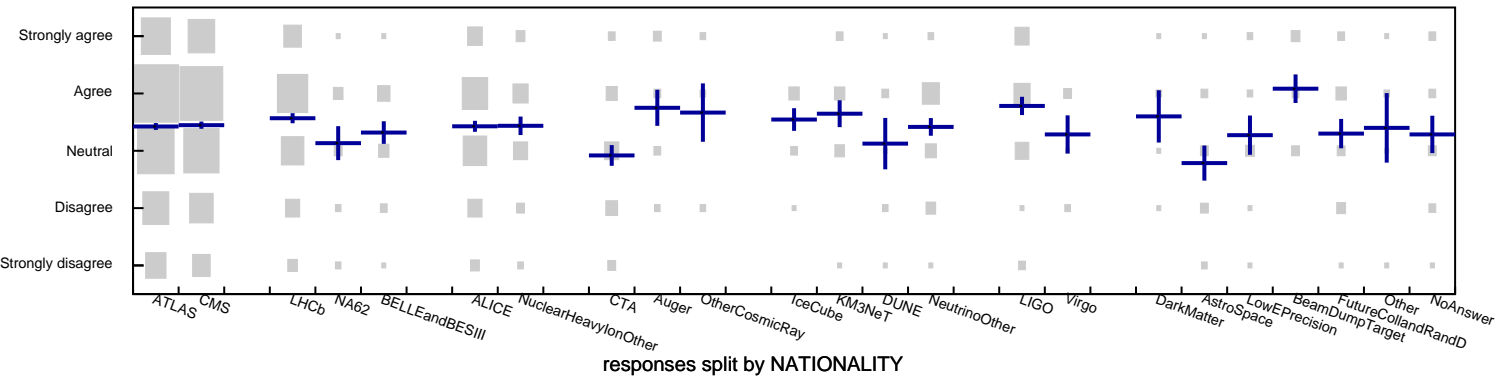
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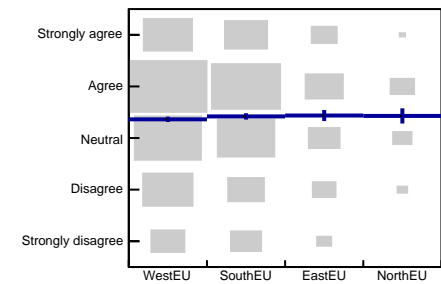
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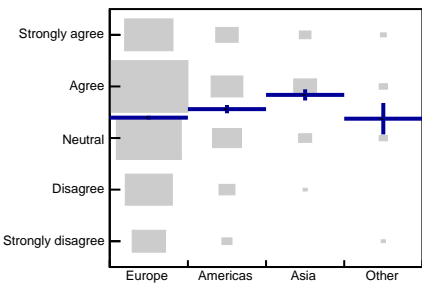
"I obtain important advice from my supervisor to make progress in my career" - by COLLABORATION



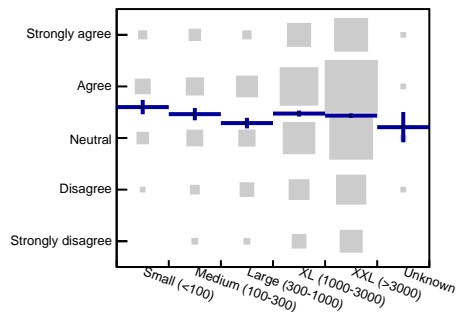
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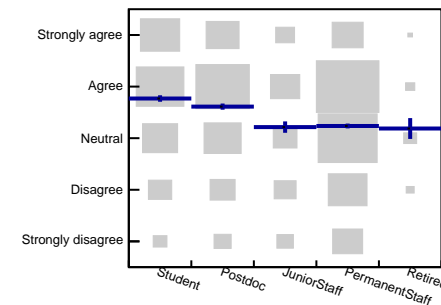
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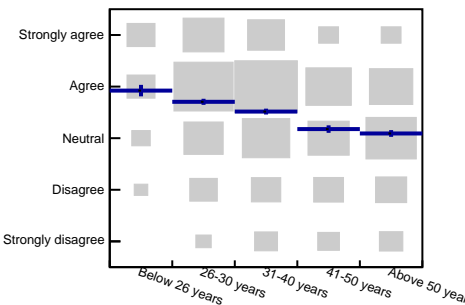
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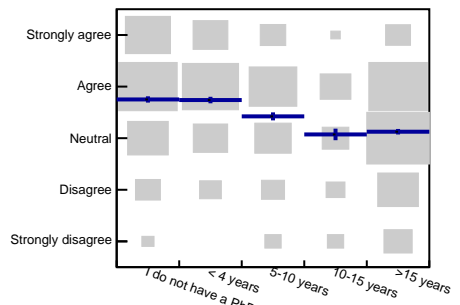
responses split by POSITION



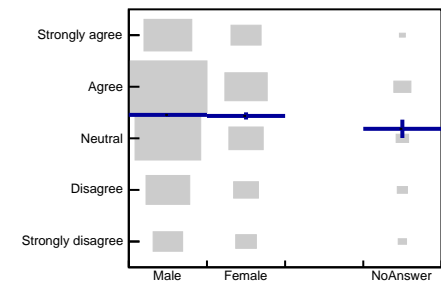
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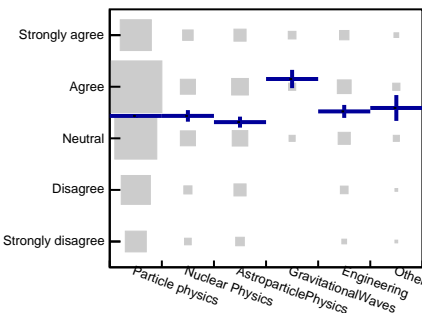
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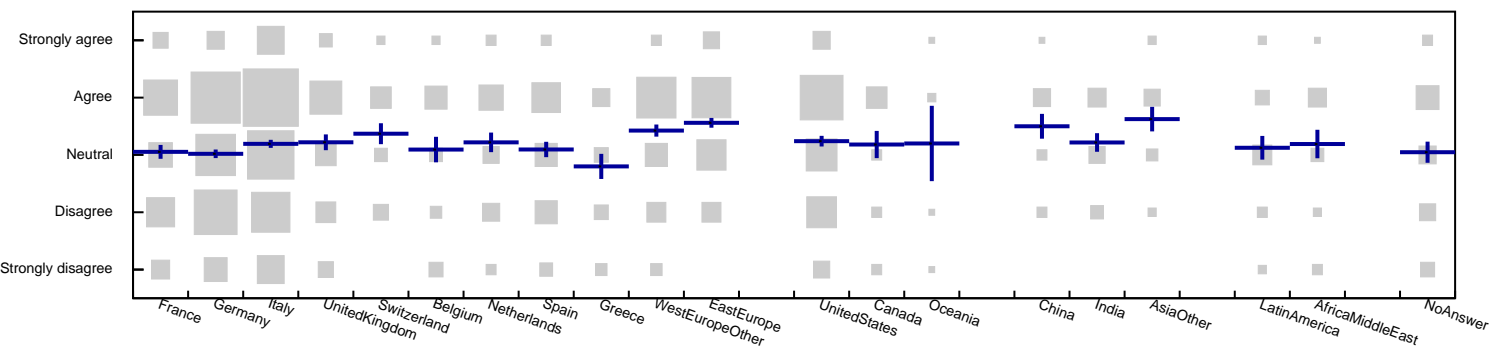
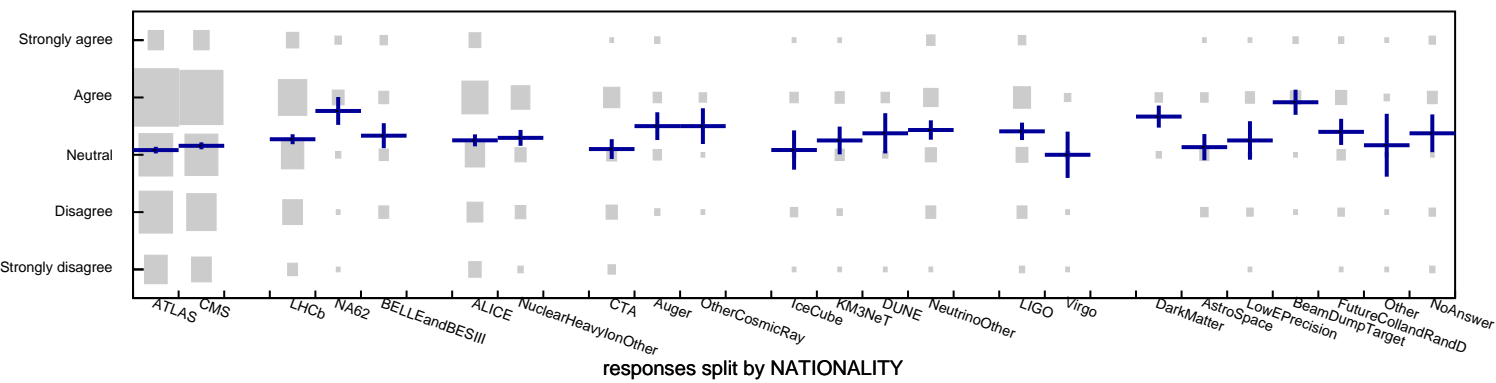
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responses split by DISCIPLINE



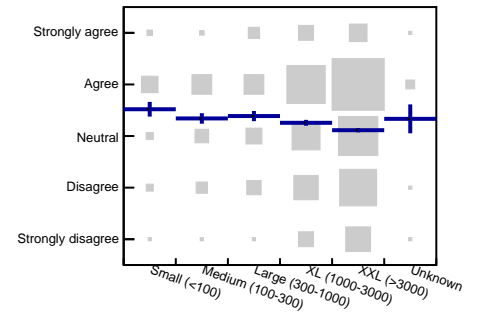
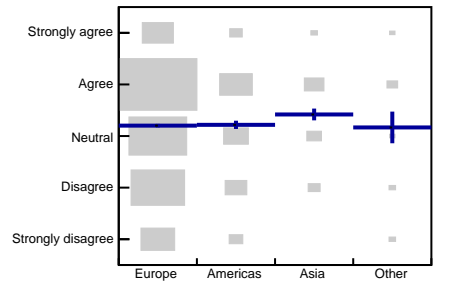
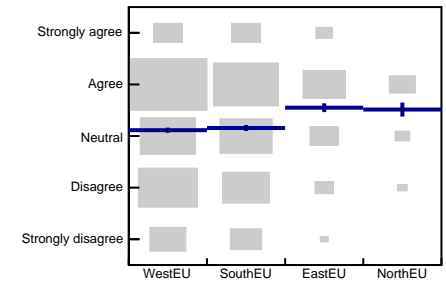
"I perceive that my technical contributions get adequate recognition in my collaboration" - by COLLABORATION



responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

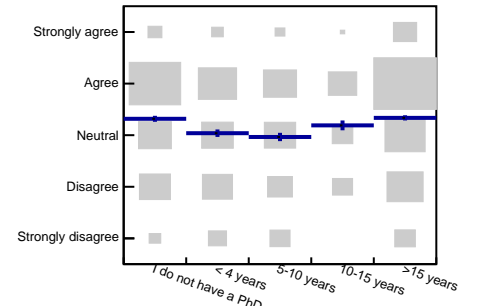
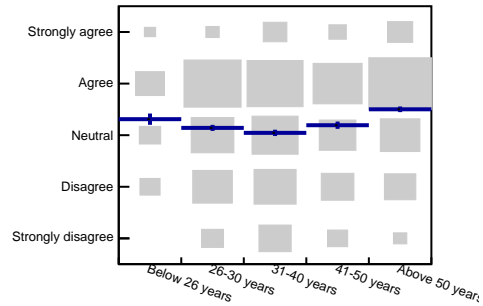
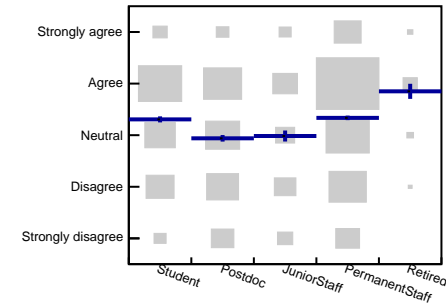
responses split by COLLABORATION SIZE



responses split by POSITION

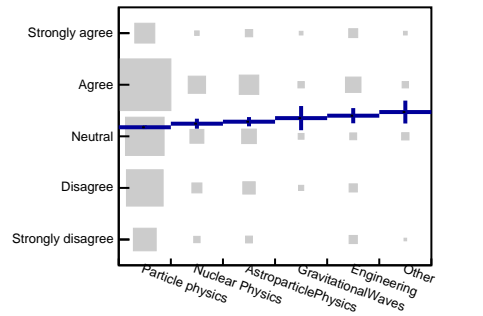
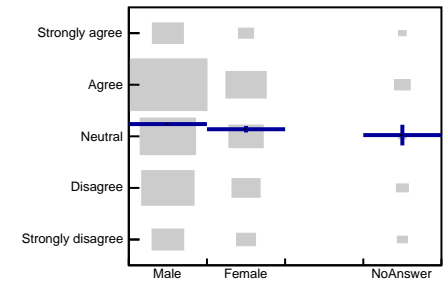
responses split by AGE

responses split by WORKING EXPERIENCE

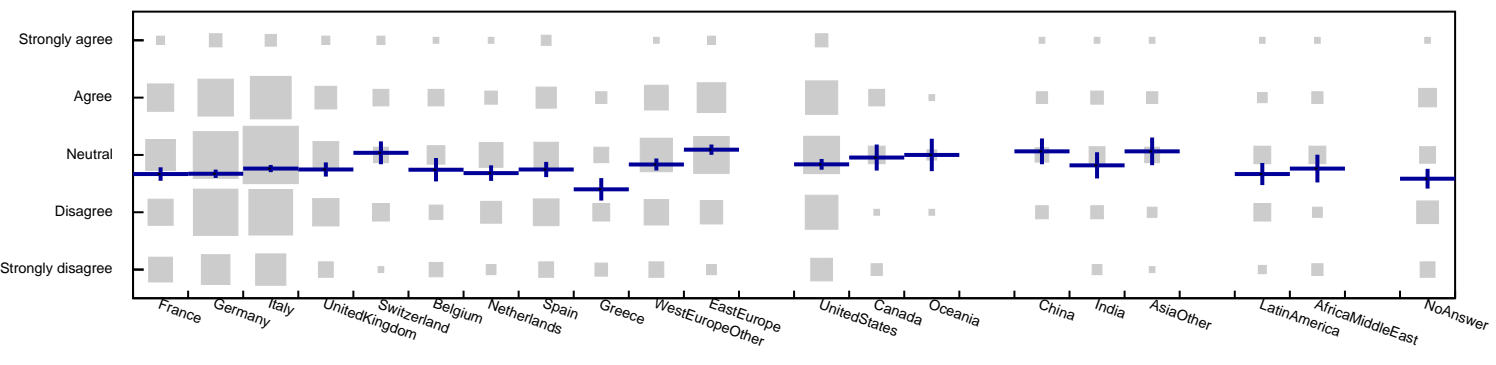
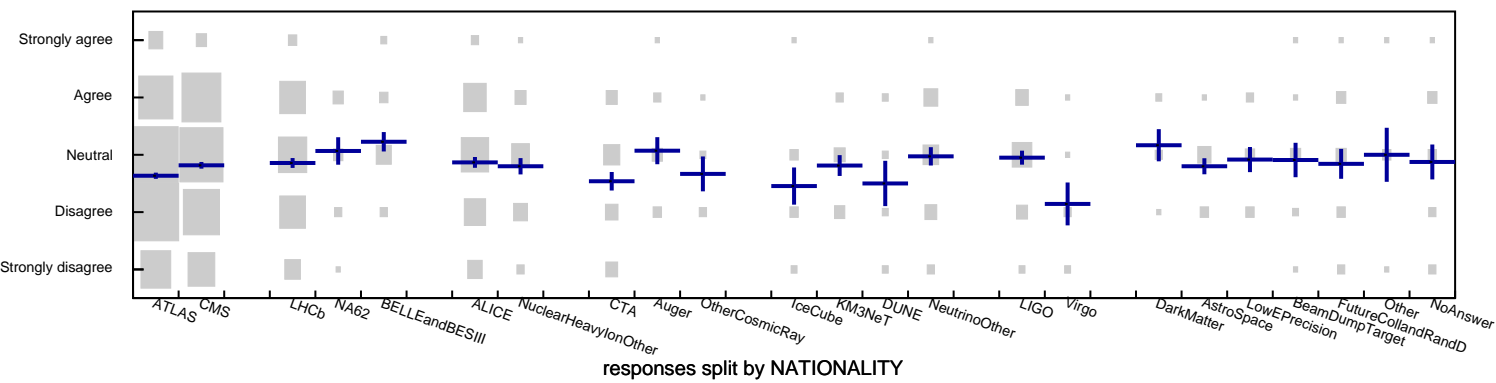


responses split by GENDER

responses split by DISCIPLINE



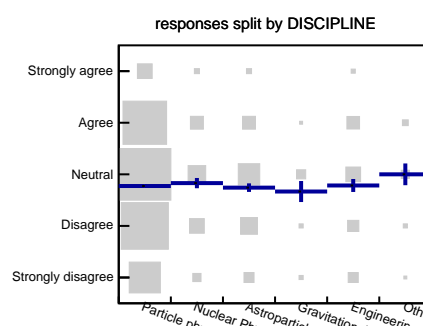
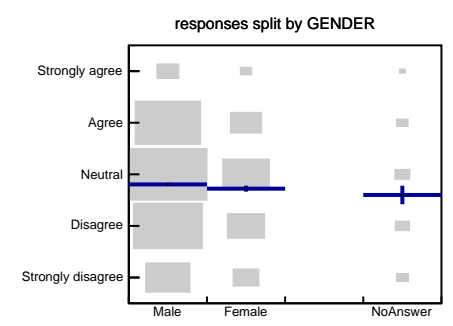
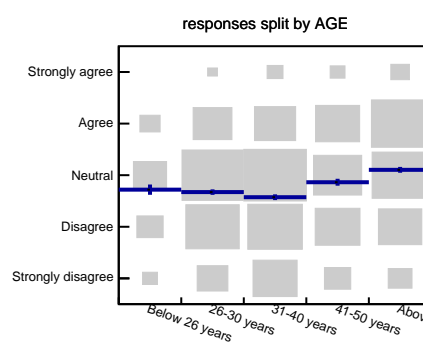
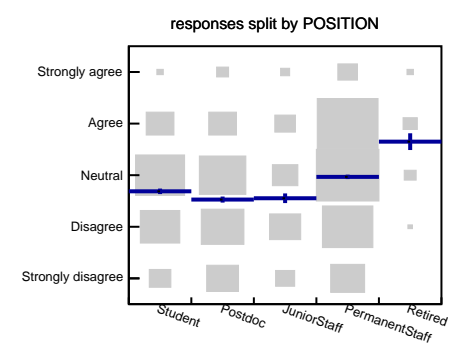
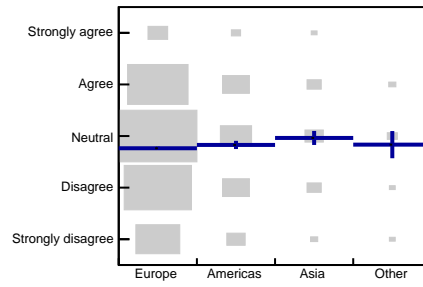
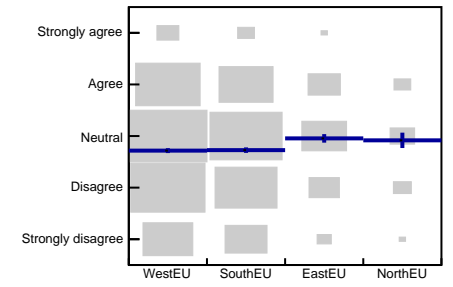
"I perceive that my technical contributions get adequate recognition in the particle physics community" - by COLLABORATION



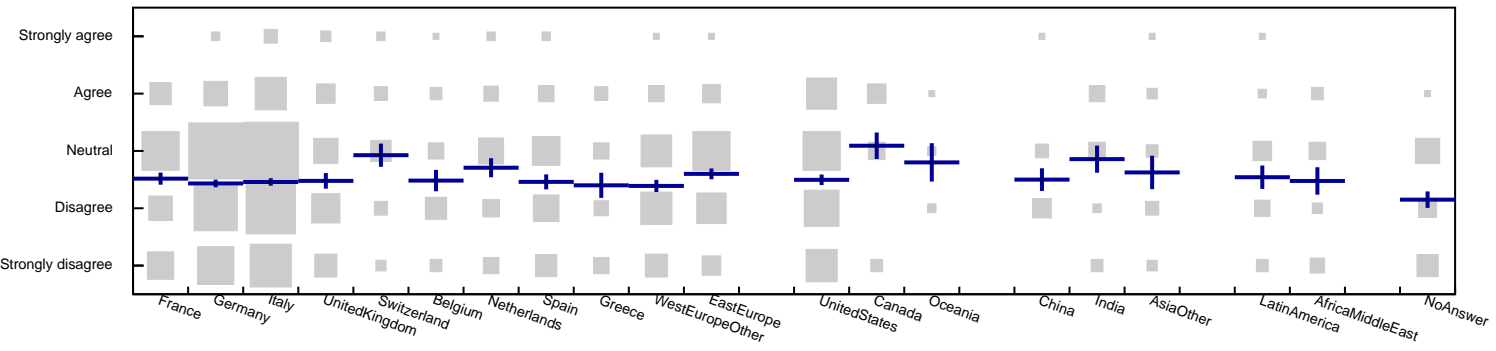
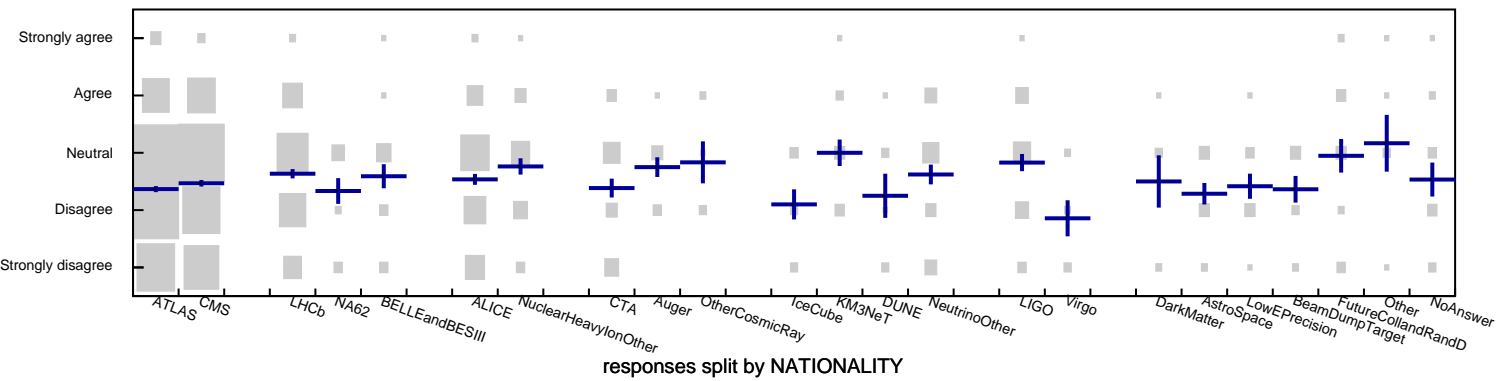
responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

responses split by COLLABORATION SIZE



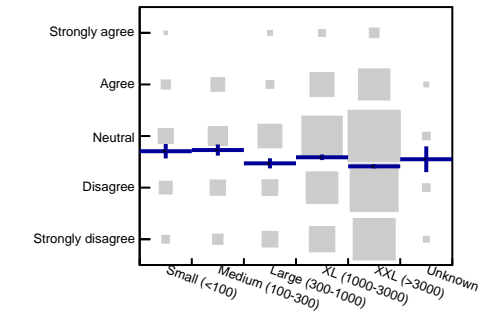
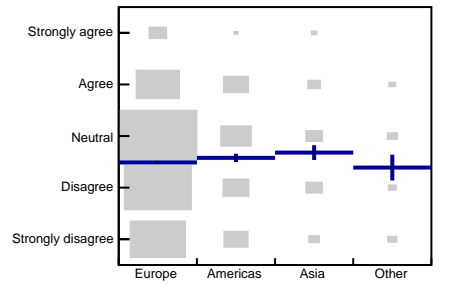
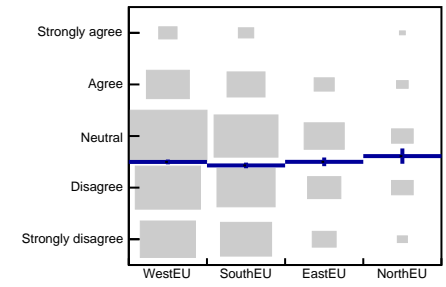
"I perceive that my technical contributions get adequate recognition outside the particle physics community" - by COLLABORATION



responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

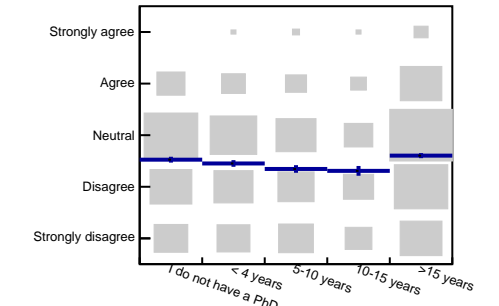
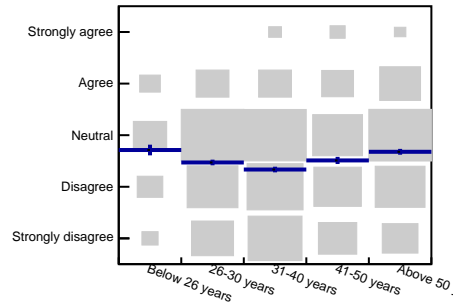
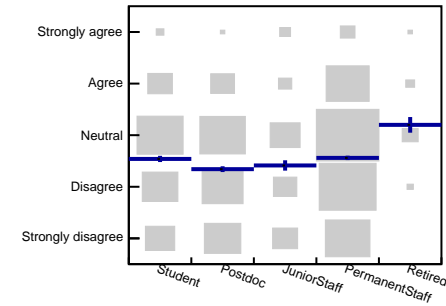
responses split by COLLABORATION SIZE



responses split by POSITION

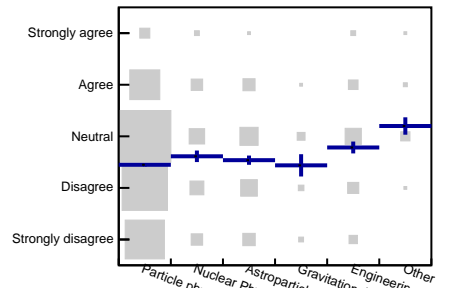
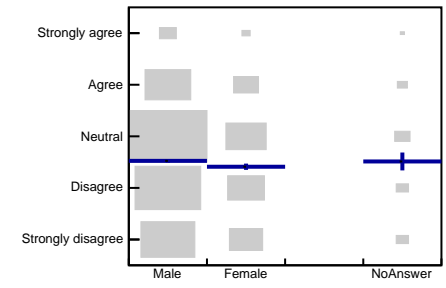
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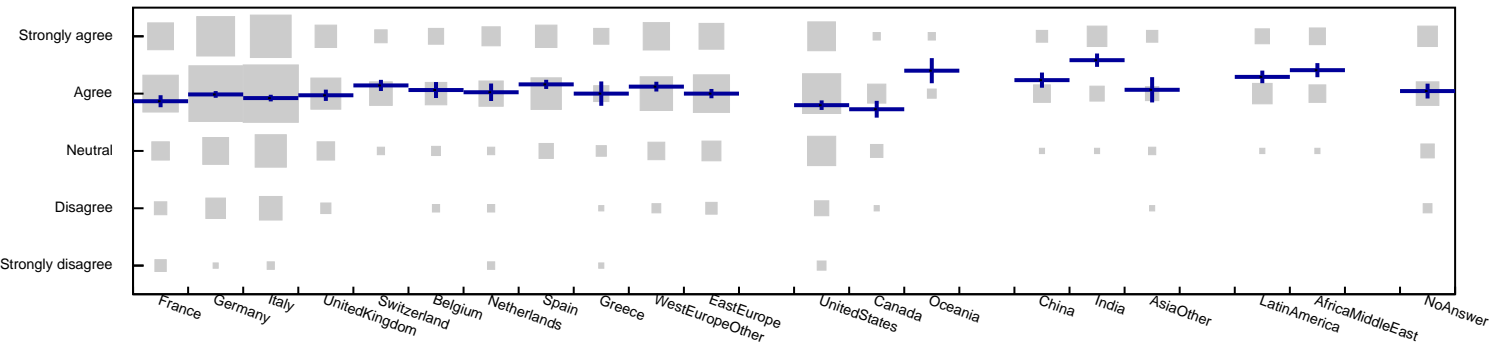
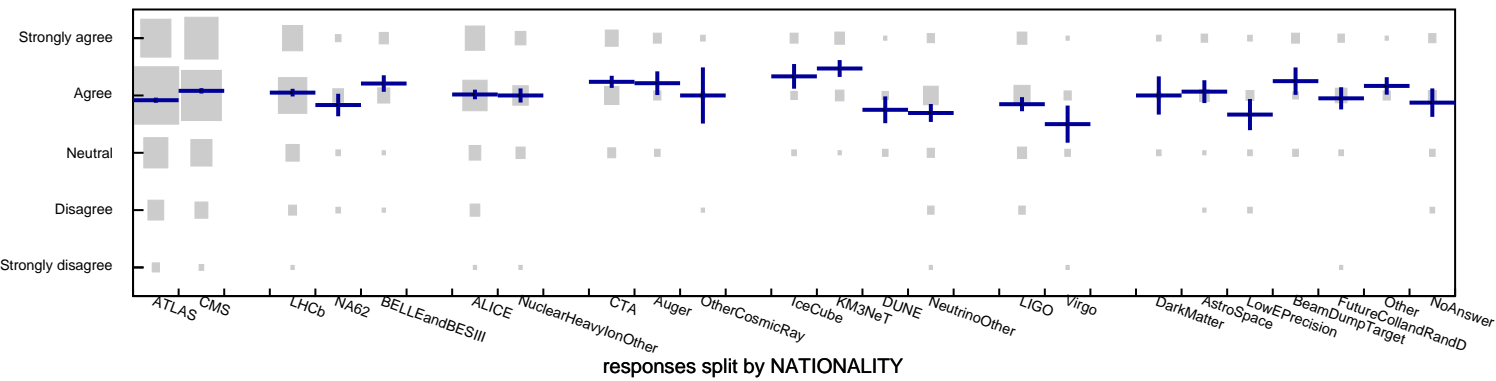
responses split by WORKING EXPERIENCE



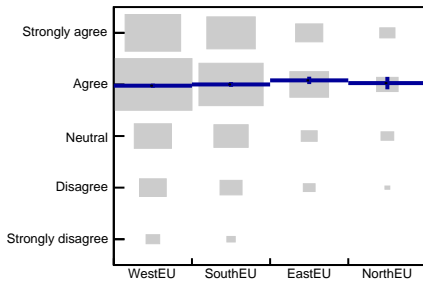
responses split by GENDER

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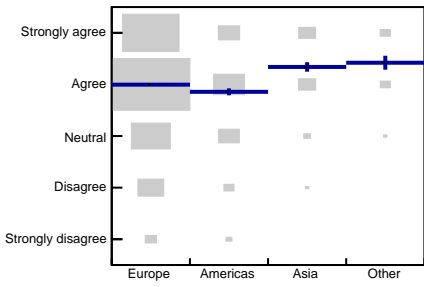




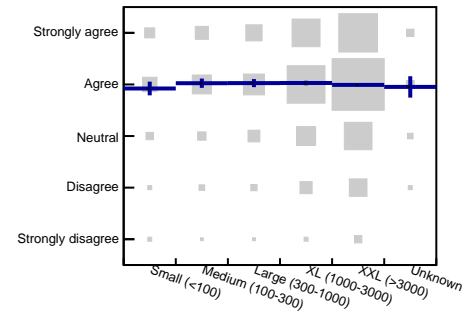
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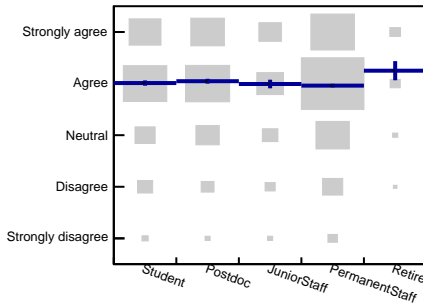
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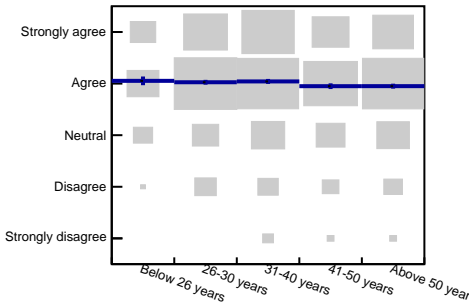
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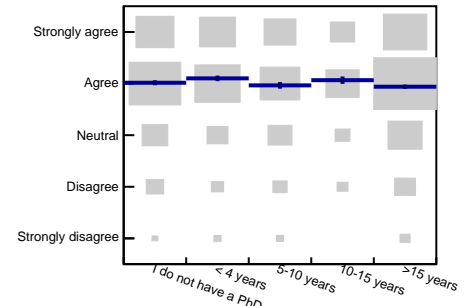
responses split by POSITION



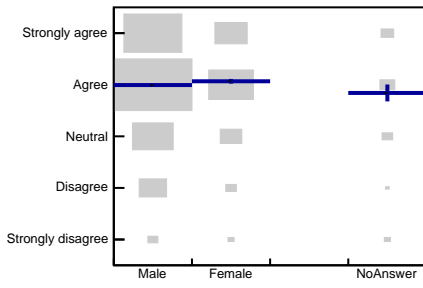
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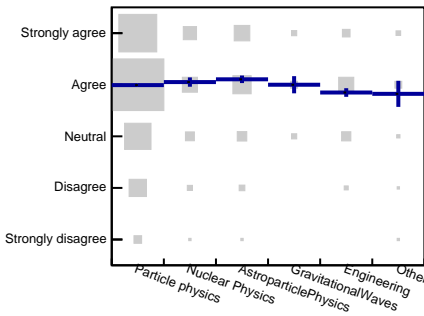
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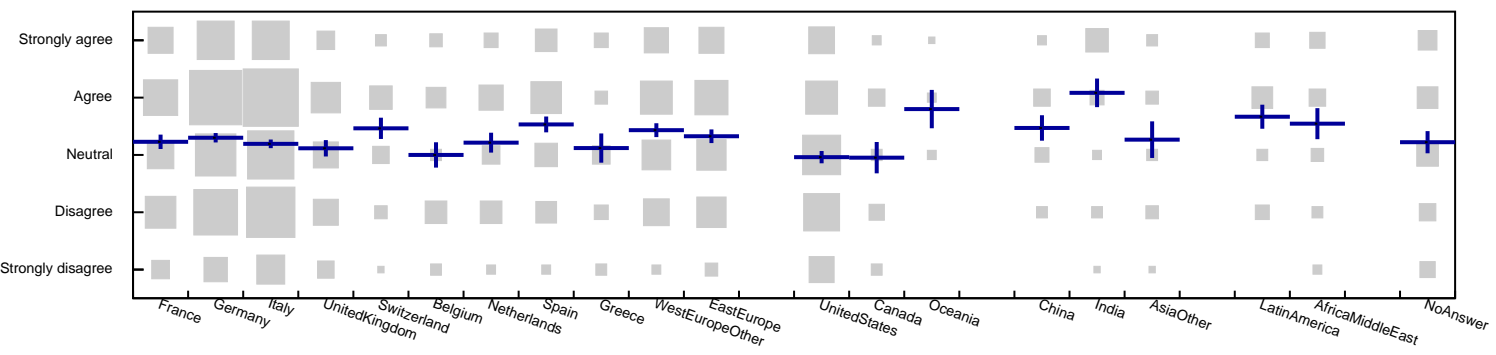
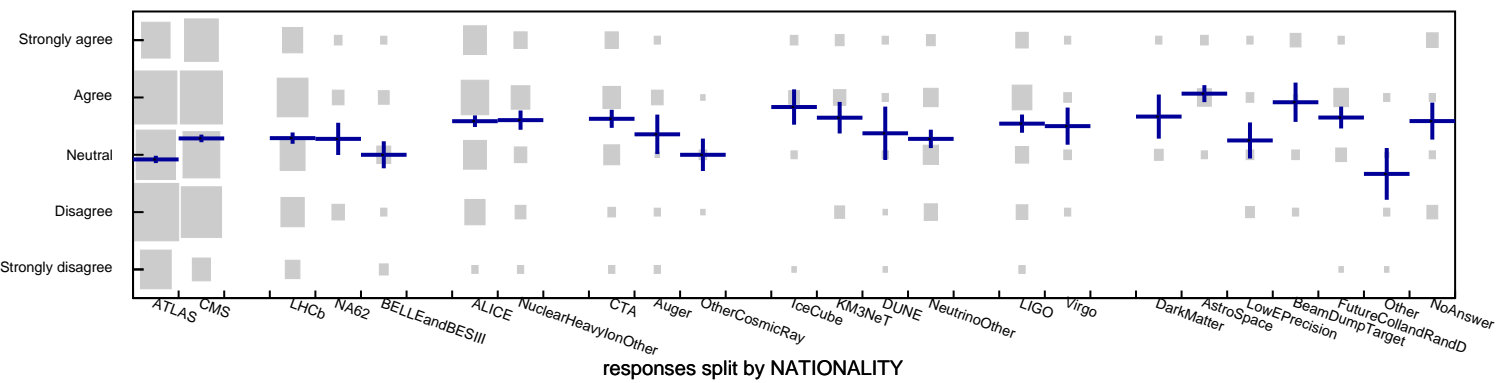
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responses split by DISCIPLINE



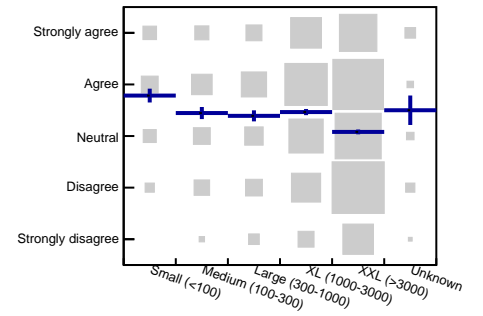
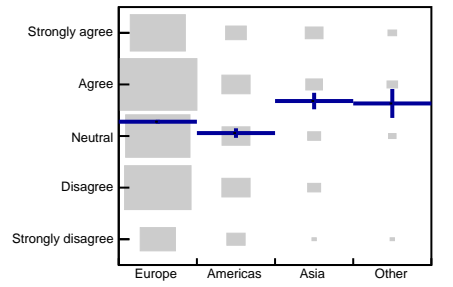
"Internal notes (supporting a publication) should be made public" - by COLLABORATION



responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

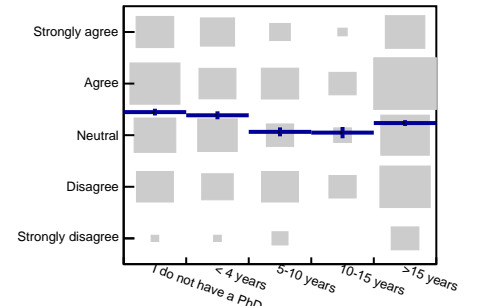
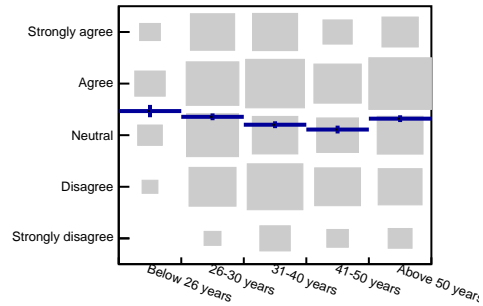
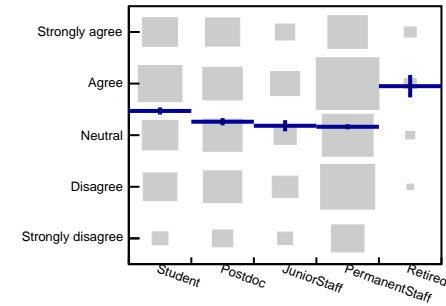
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responses split by POSITION

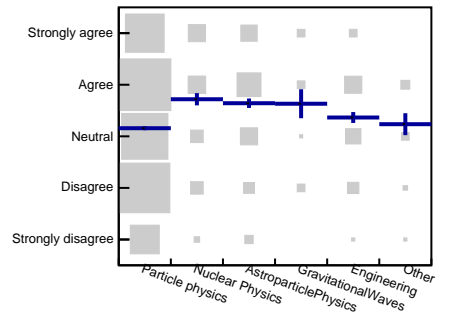
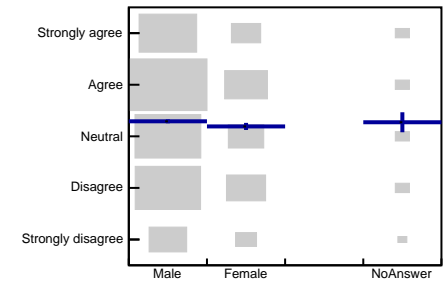
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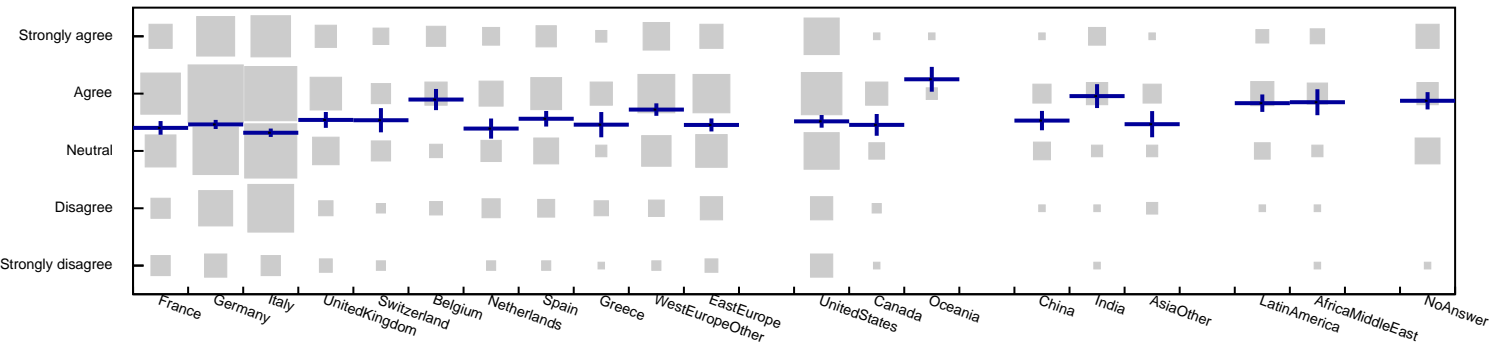
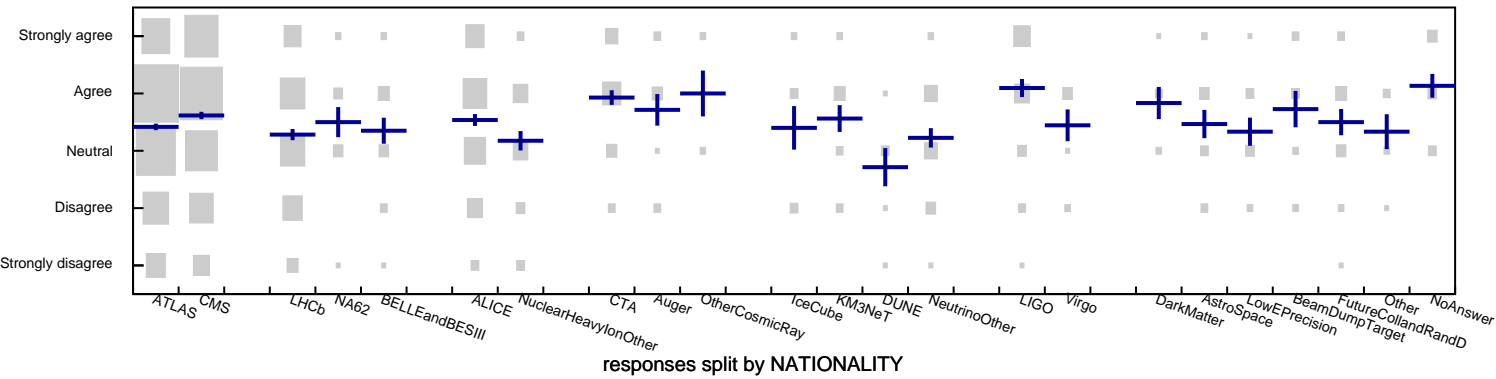


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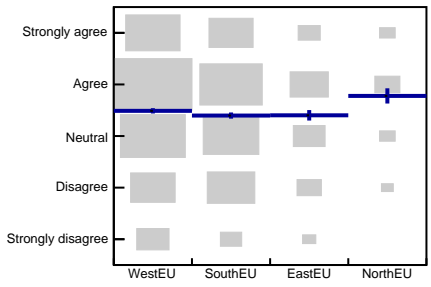
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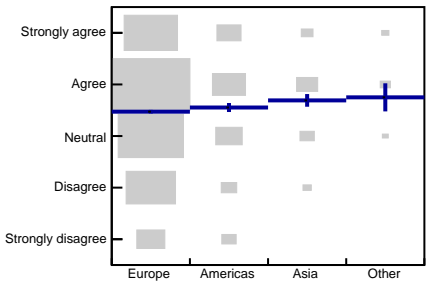
"The eligibility to use Open Data should be equal for members of my collaboration that produces the Open Data compared to non-members" - by COLLABORATION



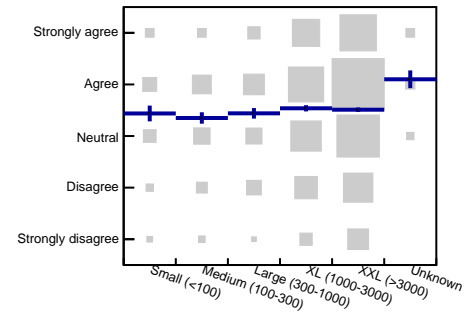
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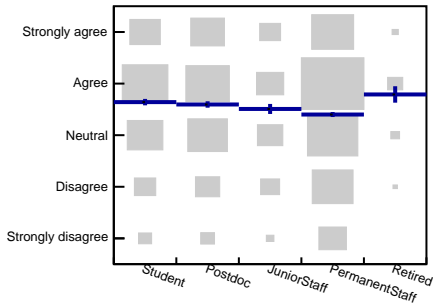
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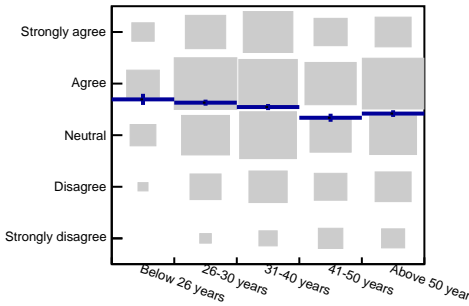
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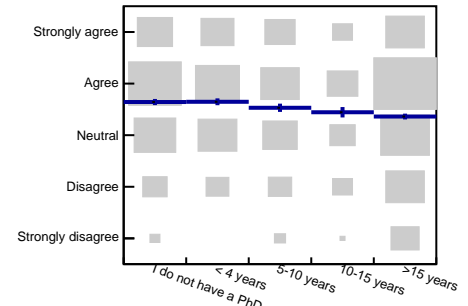
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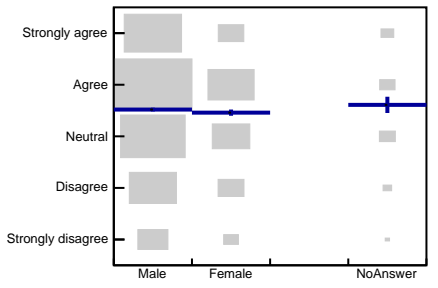
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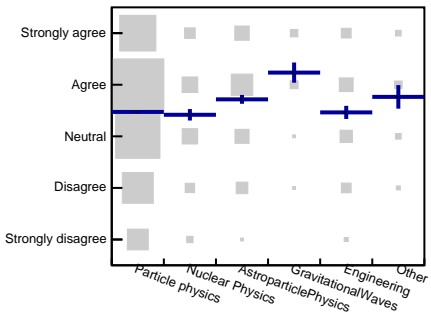
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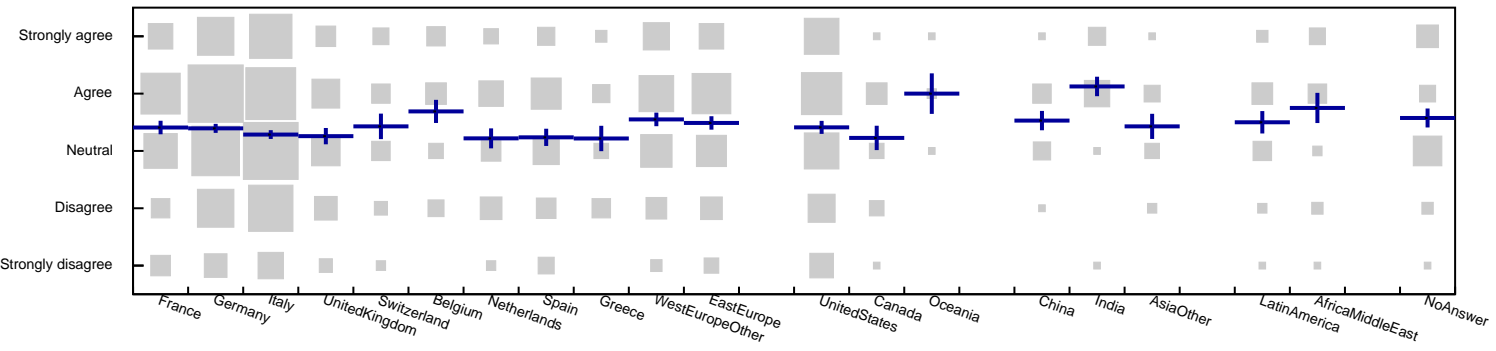
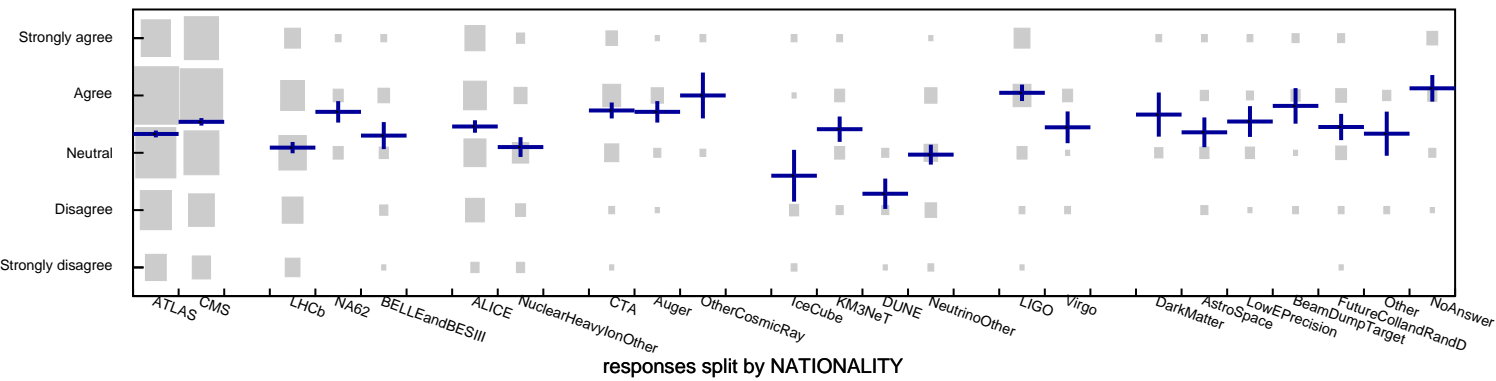
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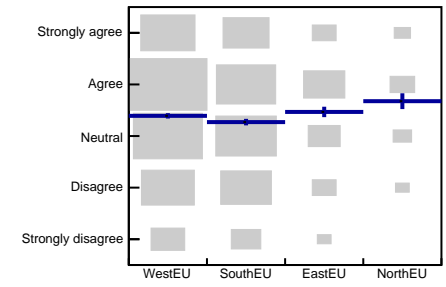
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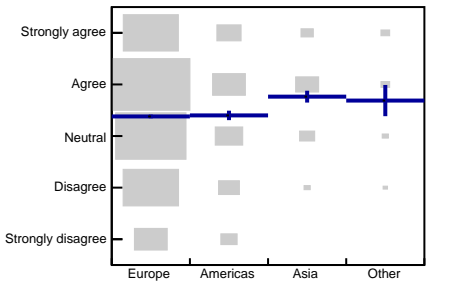
"Members of a collaboration should have equal publication opportunities using Open Data from their collaboration compared to non-members" - by COLLABORATION



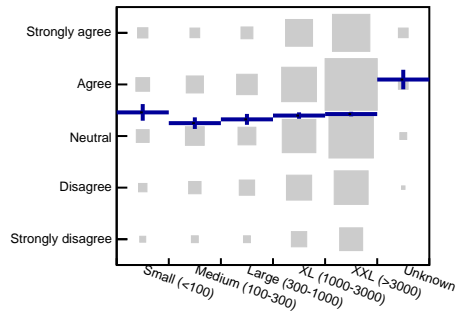
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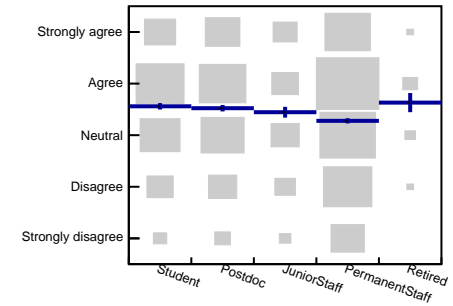
responses split by WORLD CONTINENT



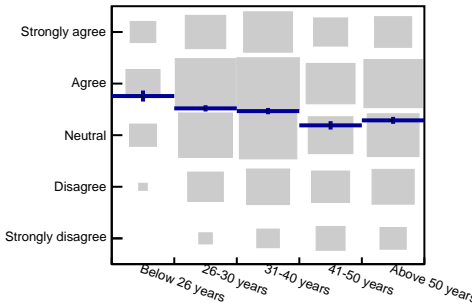
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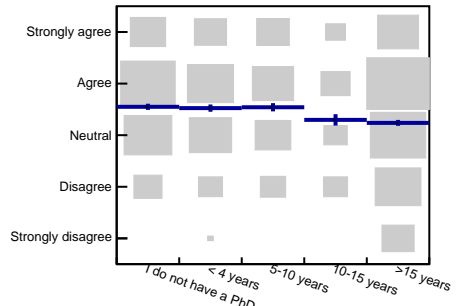
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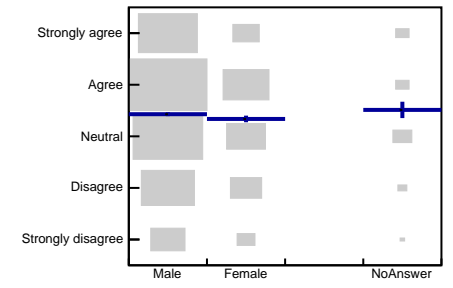
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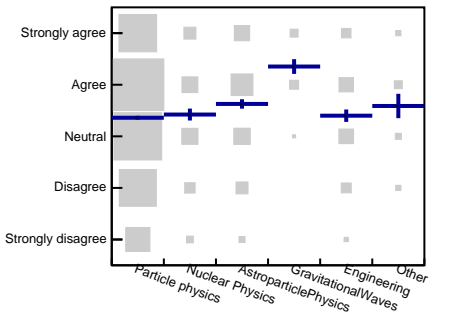
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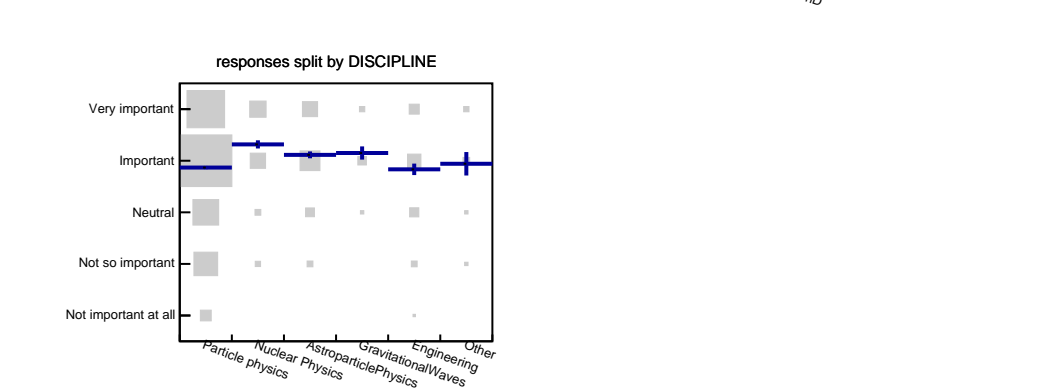
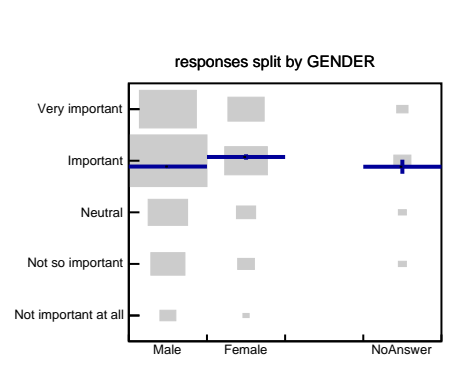
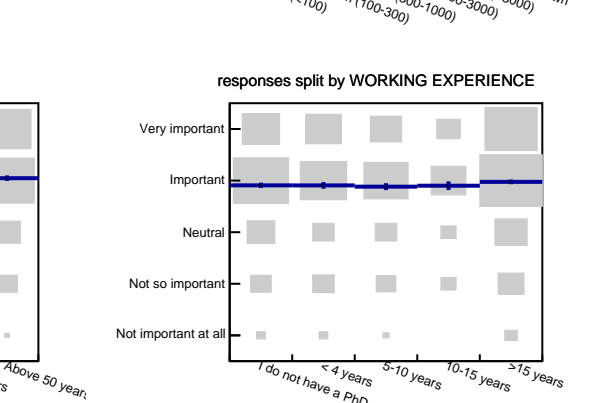
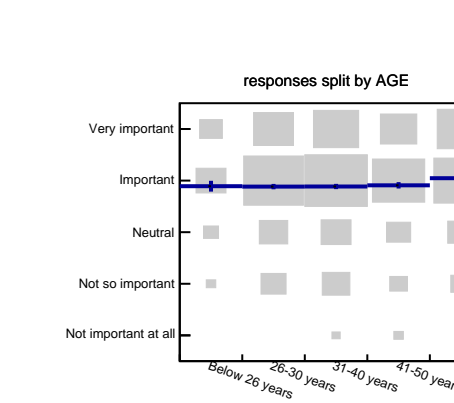
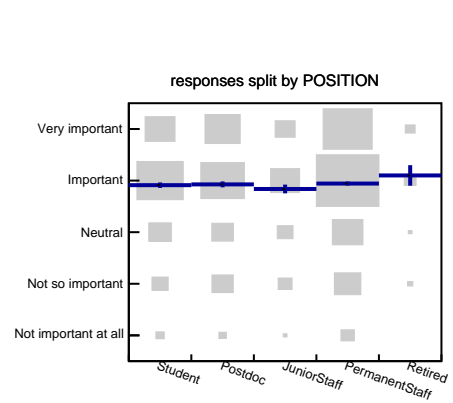
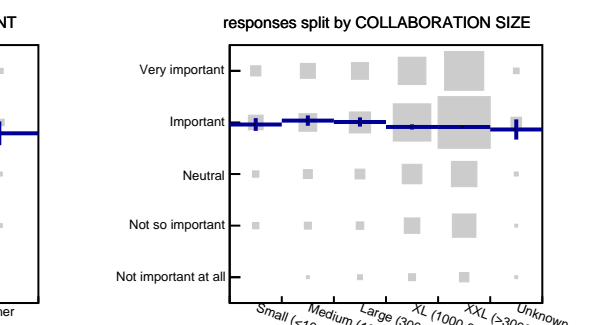
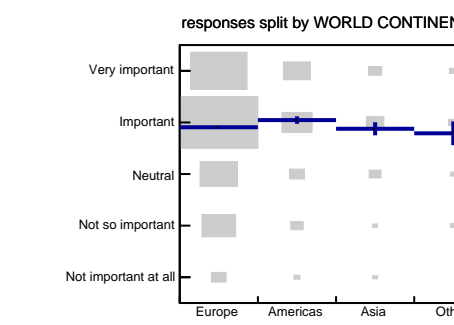
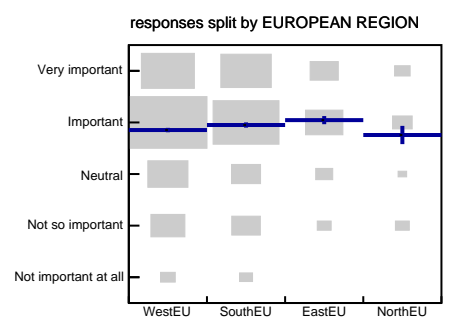
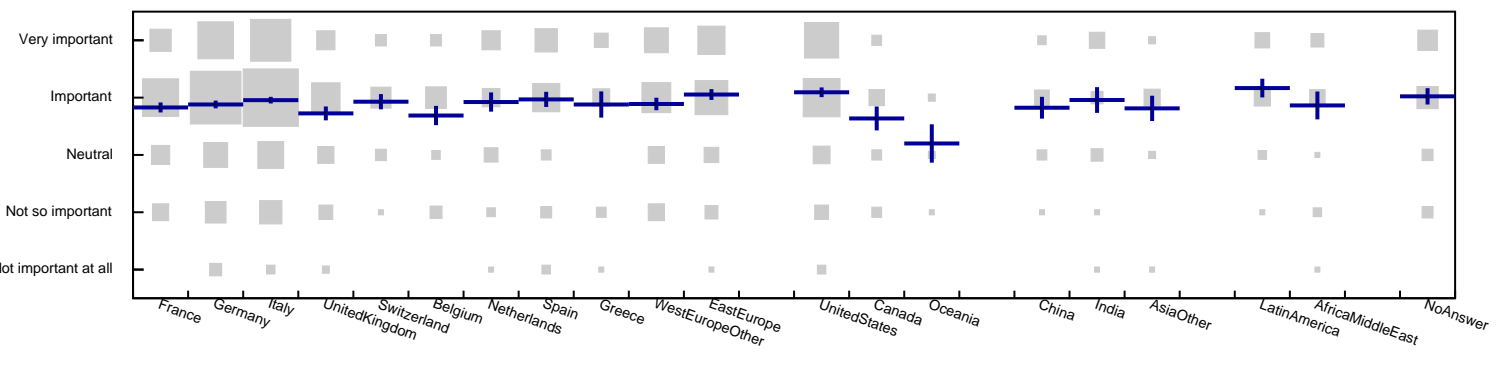
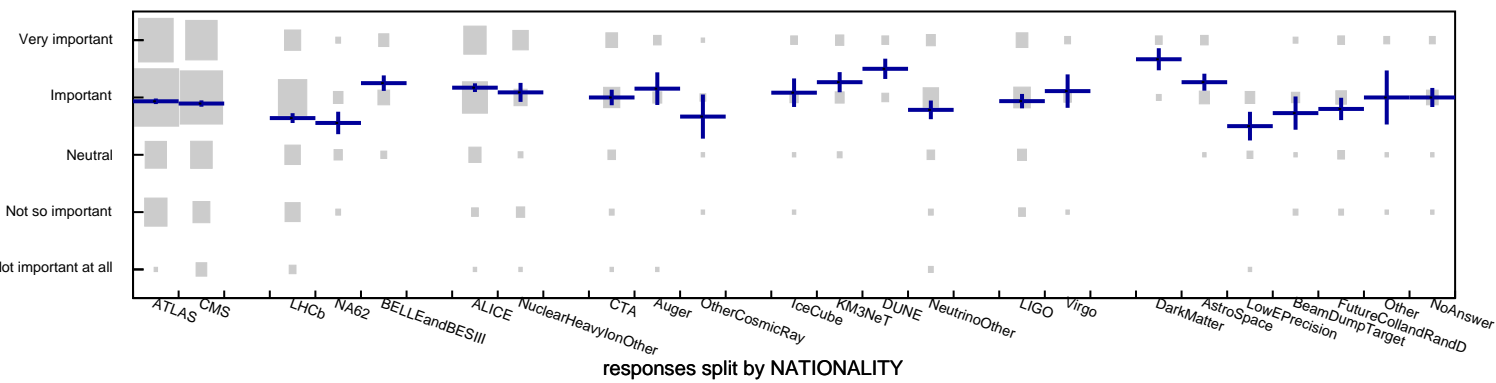
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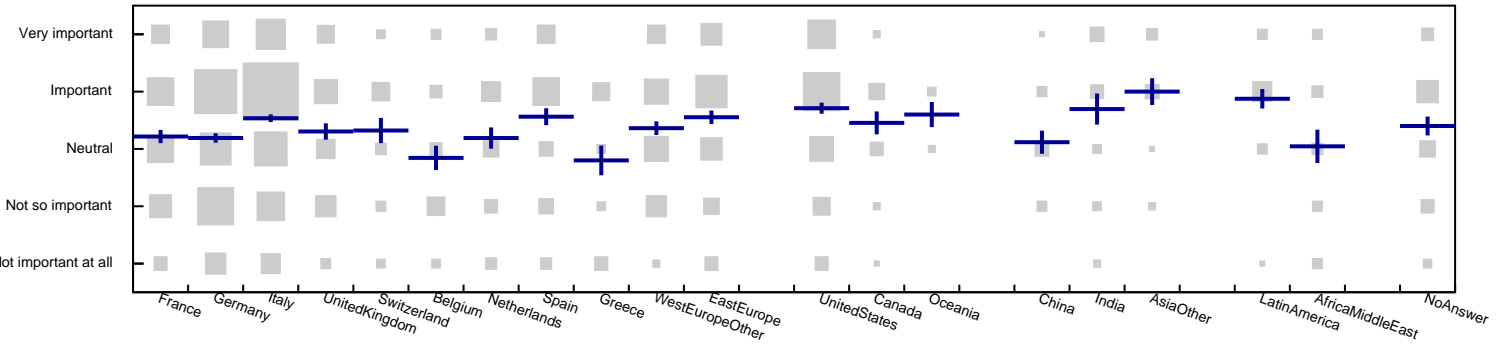
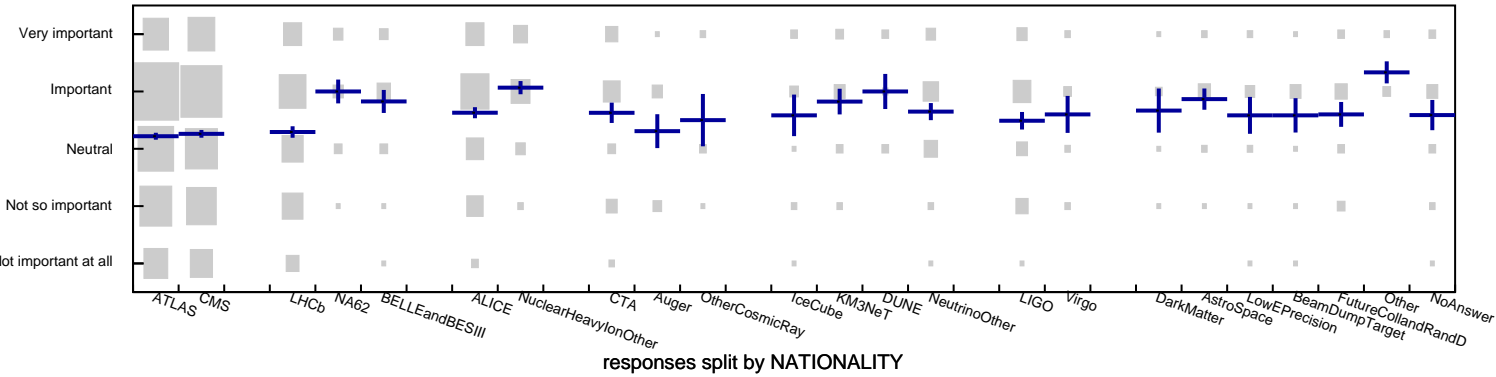
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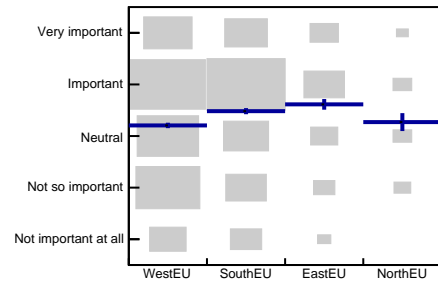
"Important to verify success: Being selected for conference talks" - by COLLABORATION



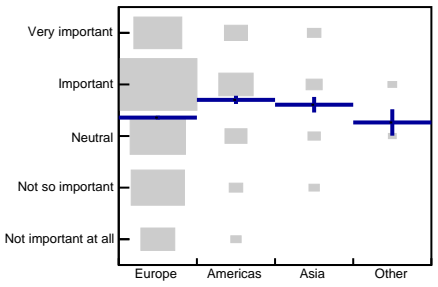
"Important to verify success: Authorship of collaboration-wide physics papers" - by COLLABORATION



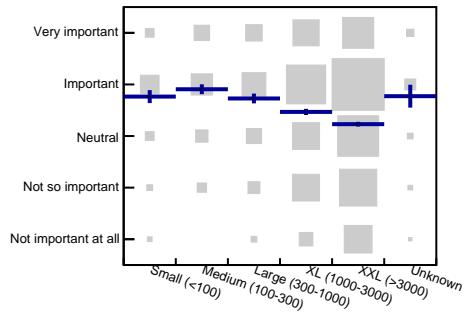
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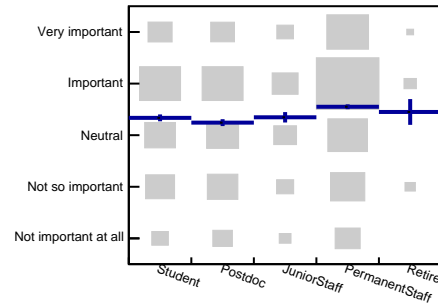
responses split by WORLD CONTINENT



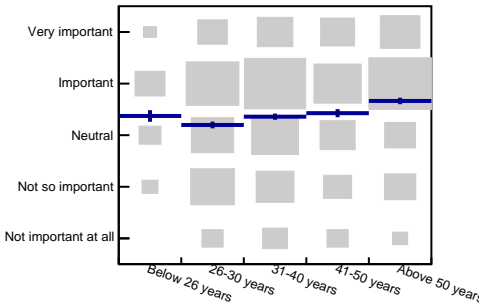
responses split by COLLABORATION SIZE



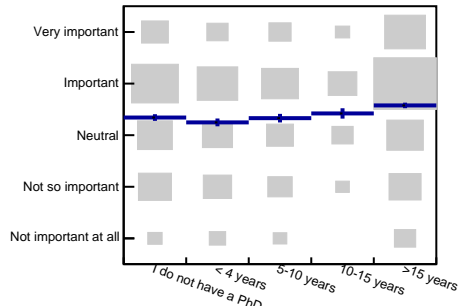
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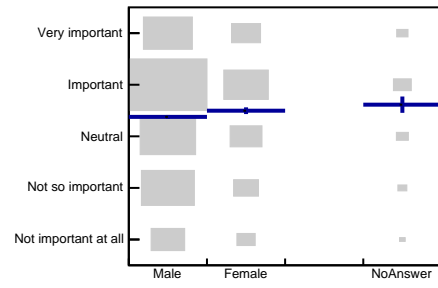
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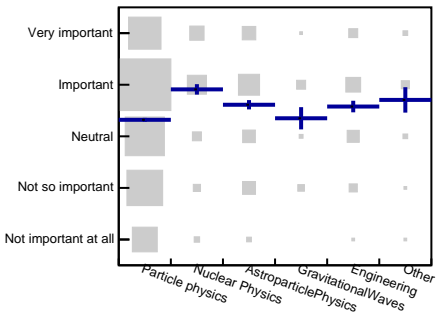
responses split by WORKING EXPERIENCE



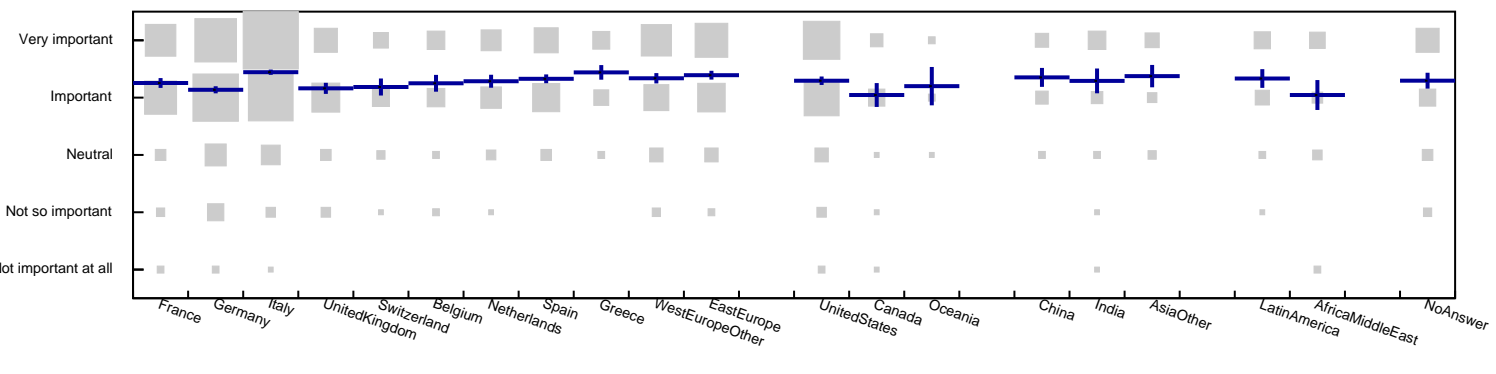
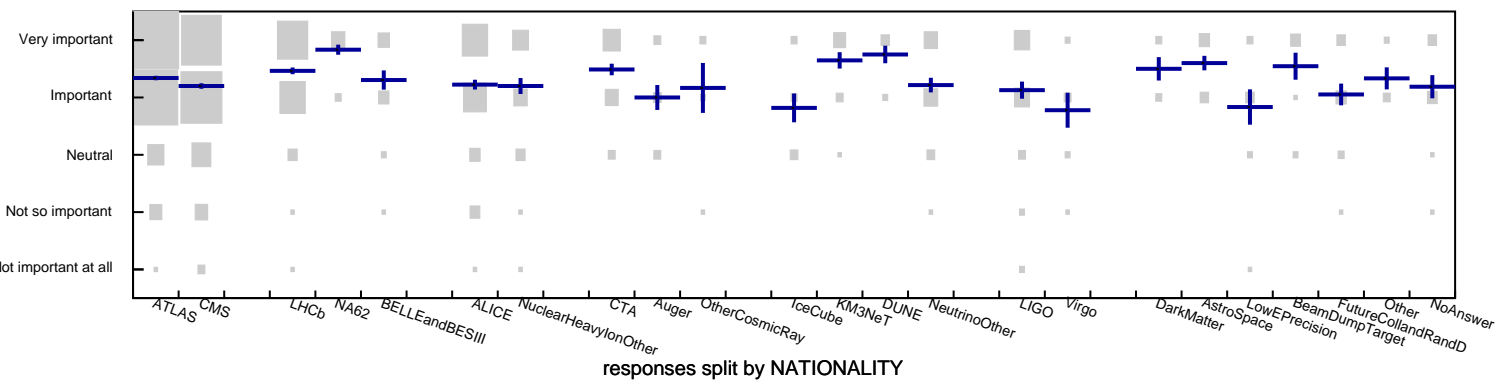
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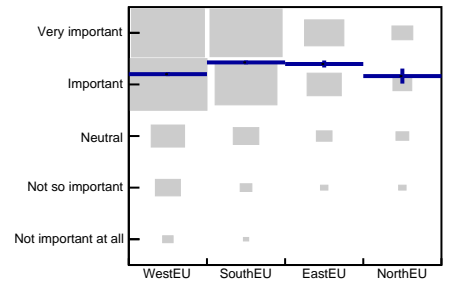
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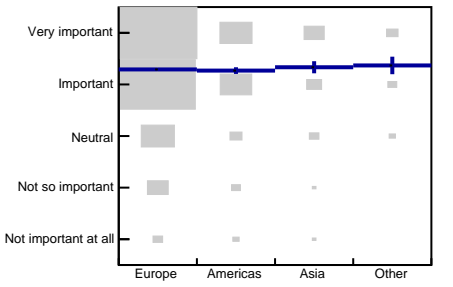
"Important to verify success: Being contact author for a publication" - by COLLABORATION



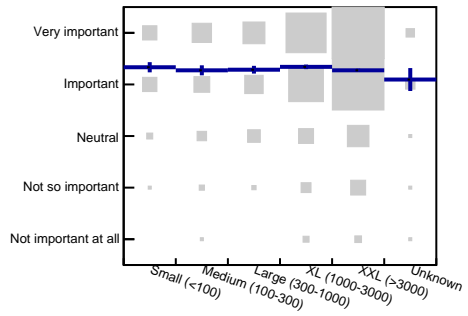
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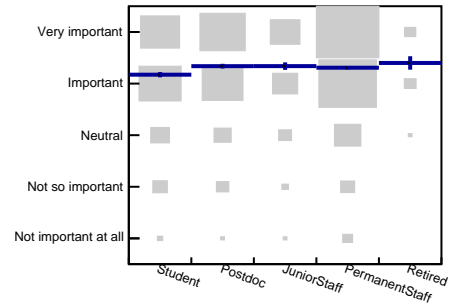
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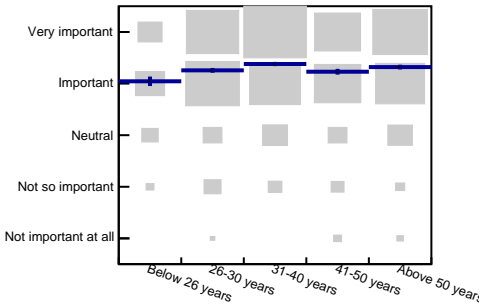
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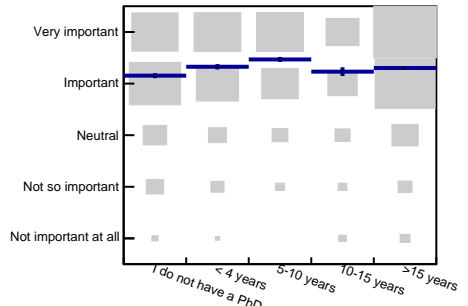
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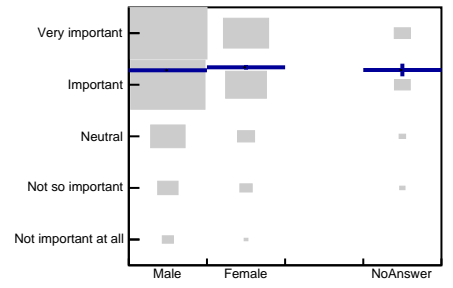
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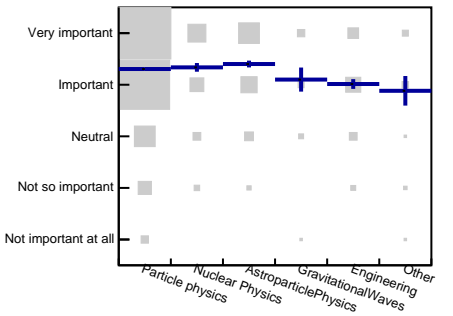
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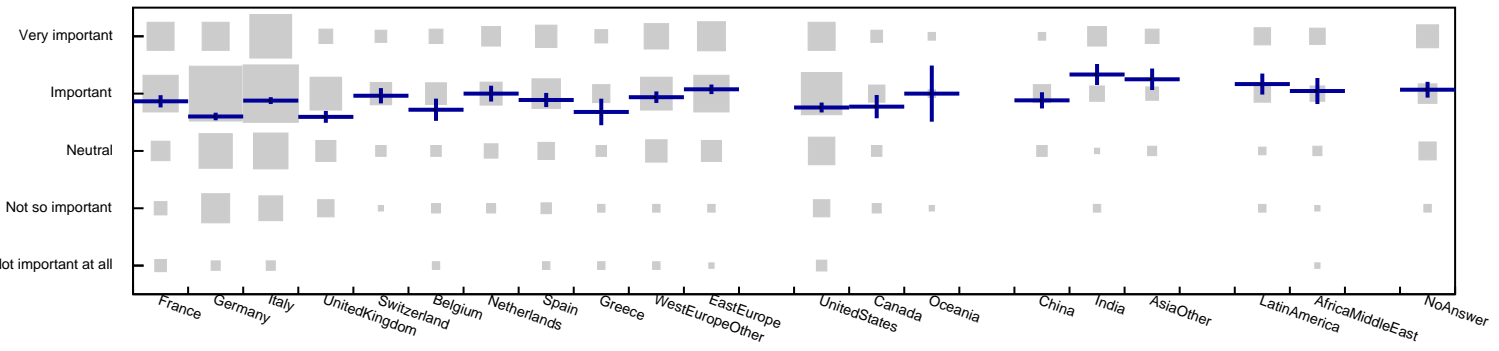
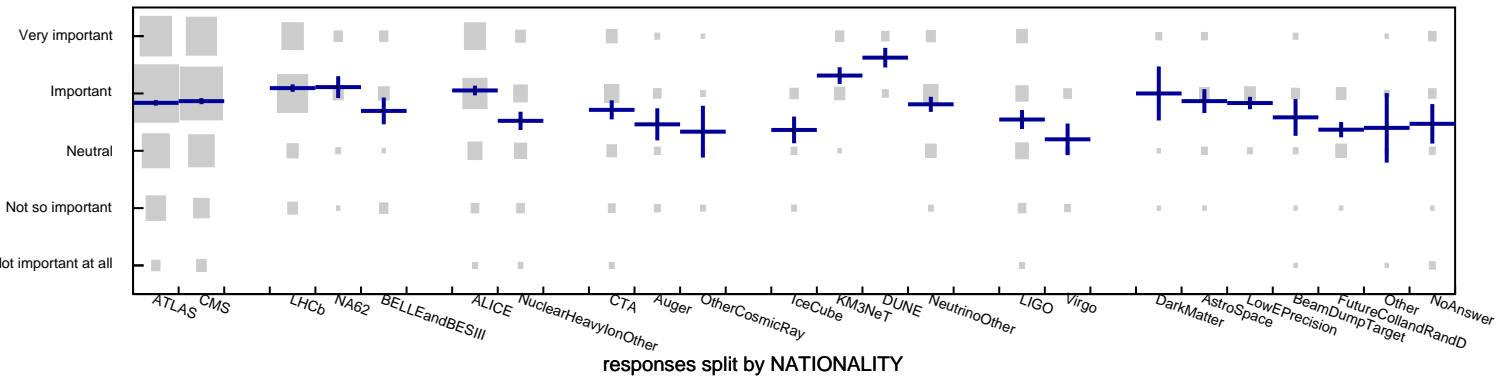
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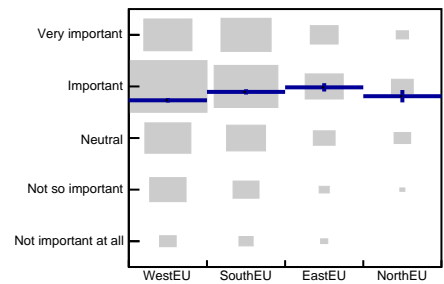
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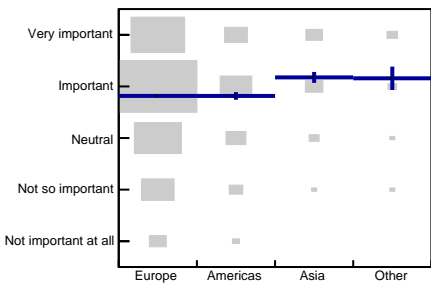
"Important to verify success: Authorship of internal notes" - by COLLABORATION



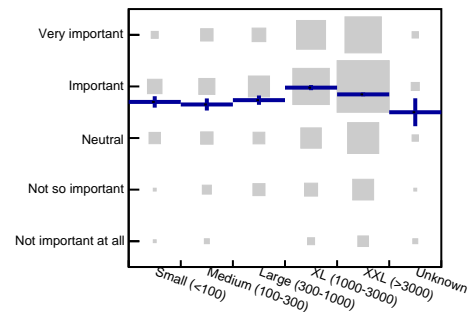
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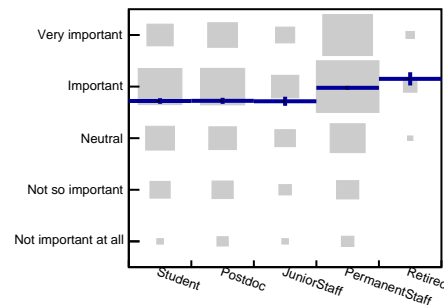
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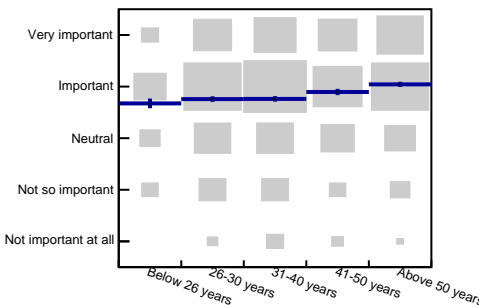
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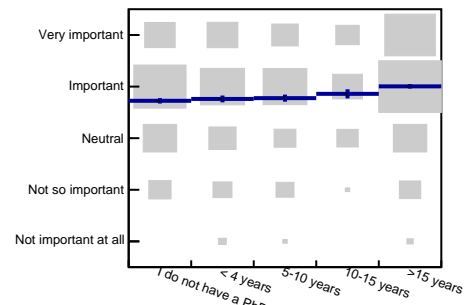
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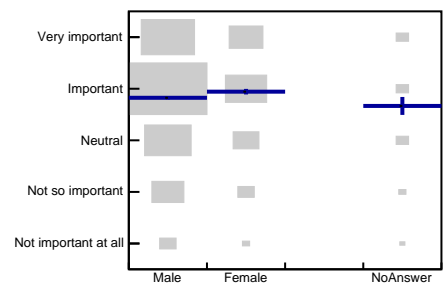
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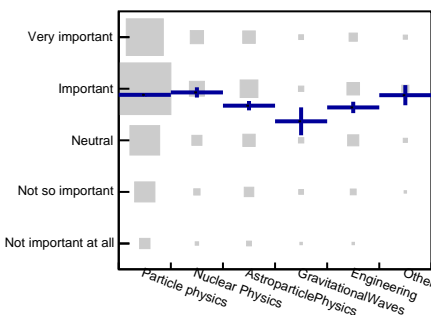
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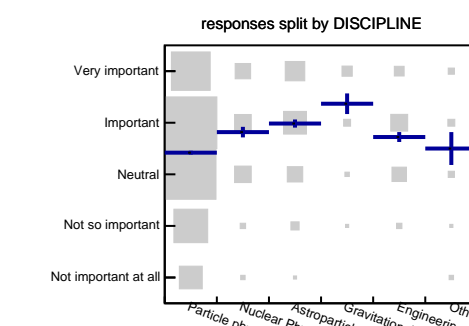
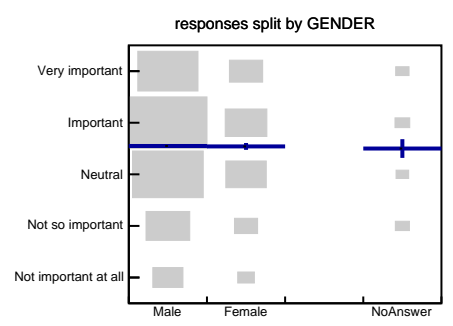
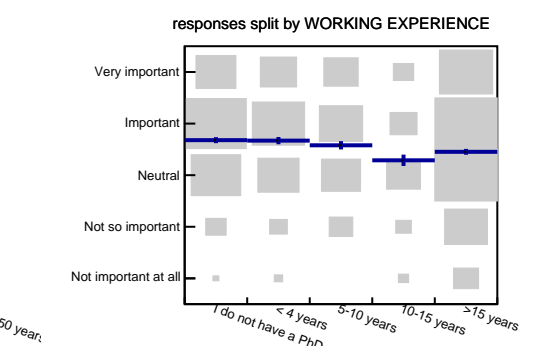
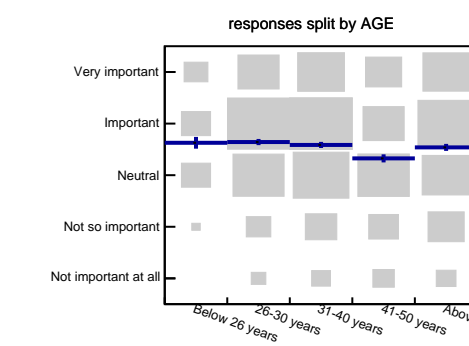
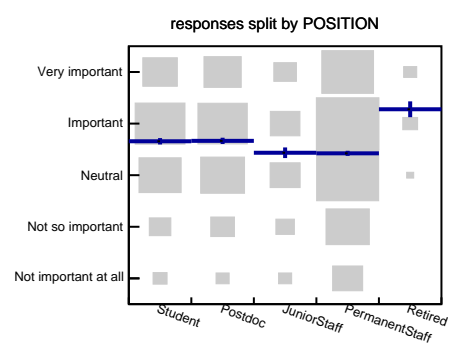
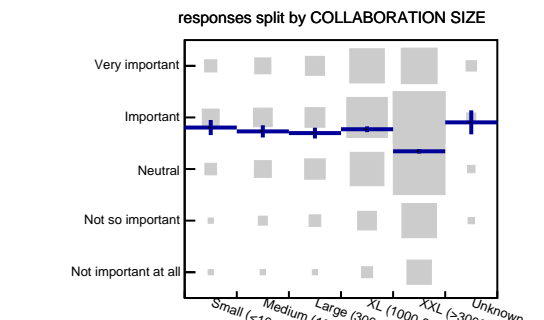
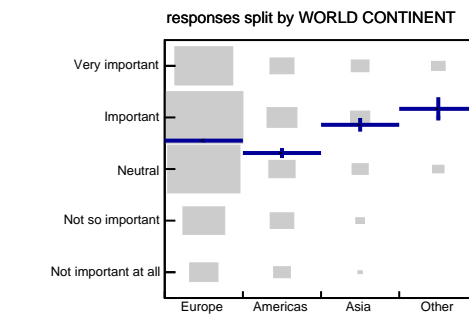
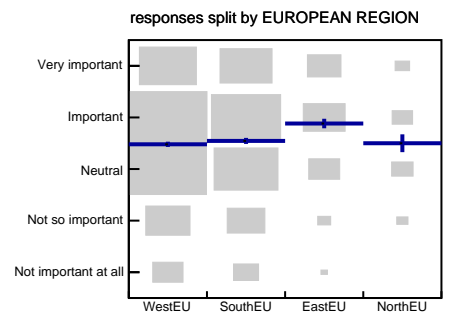
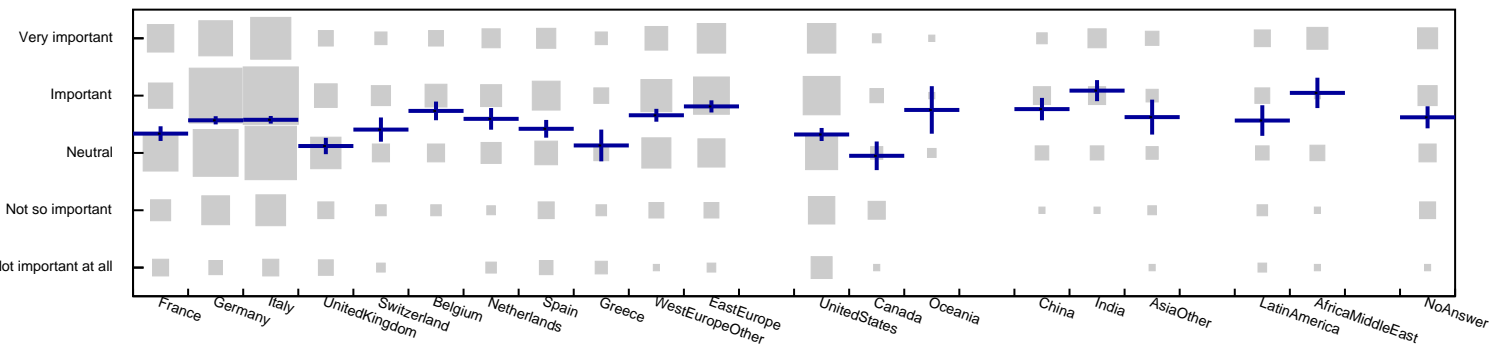
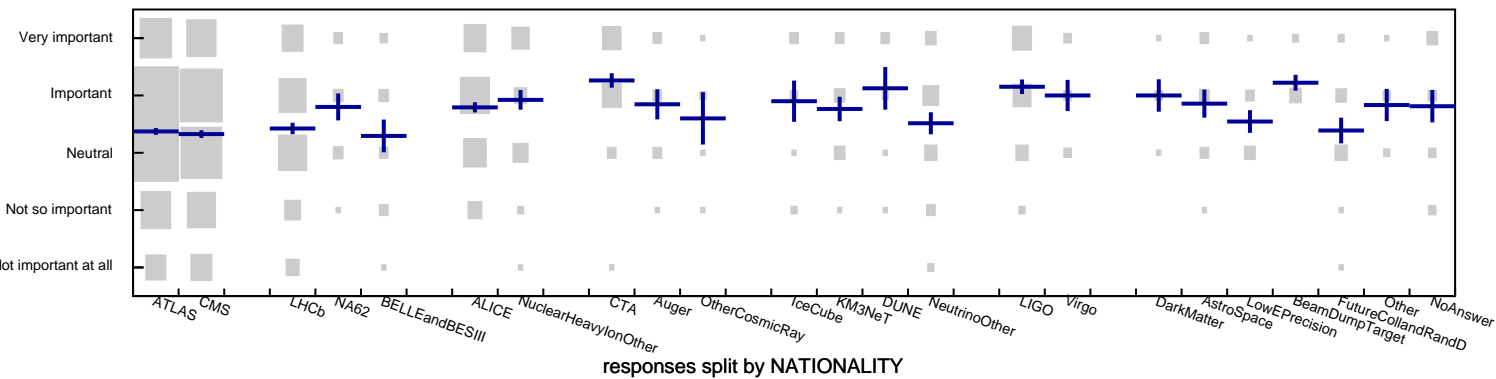
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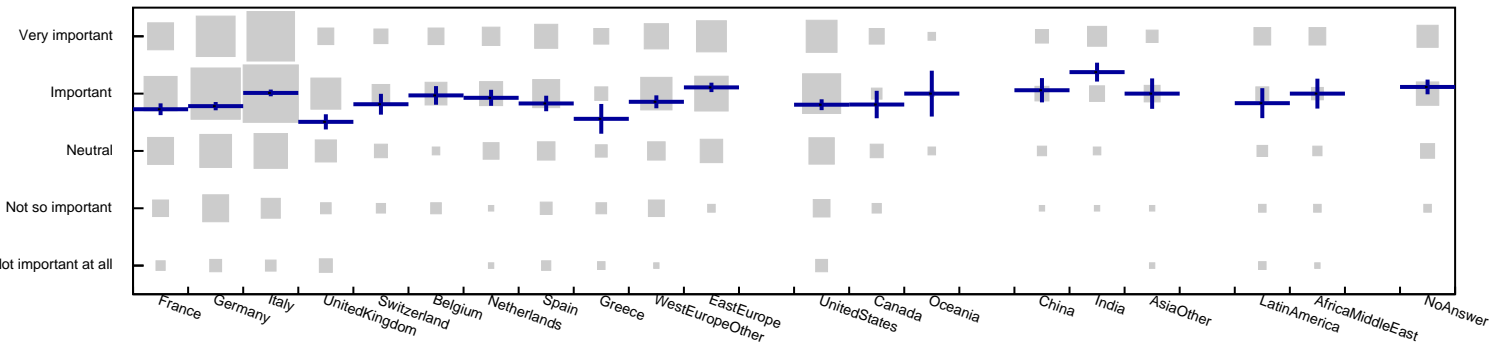
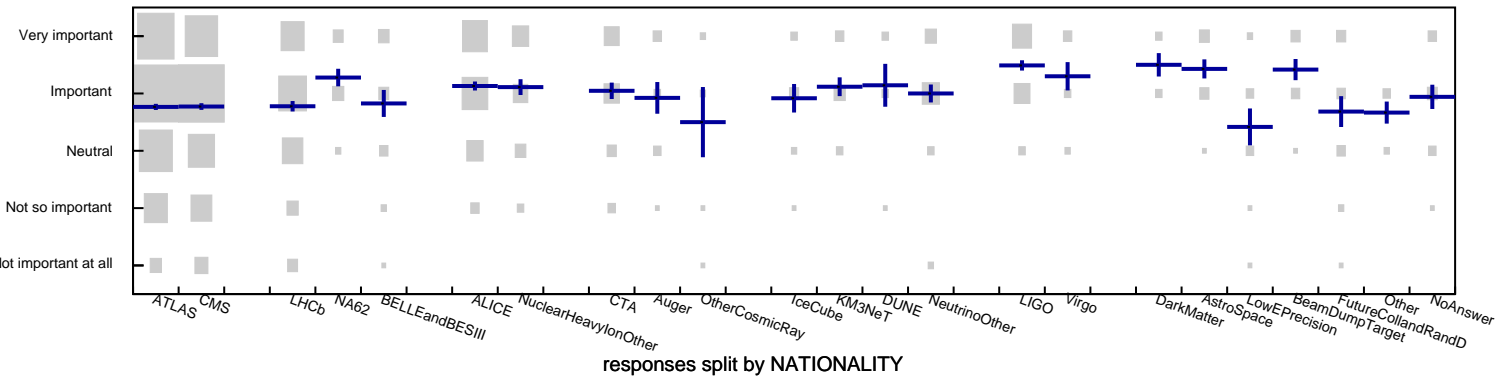
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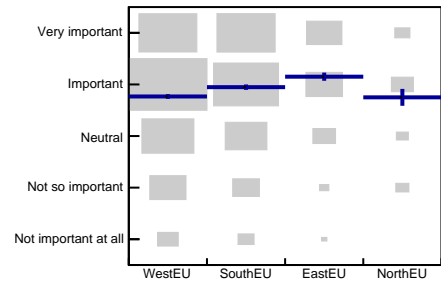
"Important to verify success: Authorship of few-author papers with results using Open Data" - by COLLABORATION



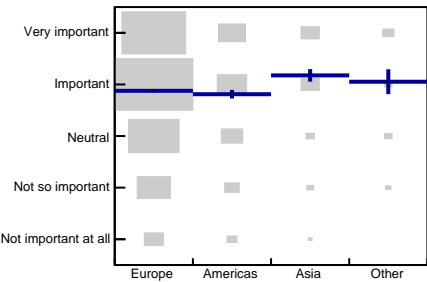
"Important to verify success: Number of citations received on few-author papers" - by COLLABORATION



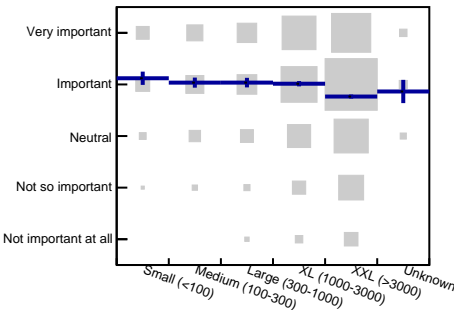
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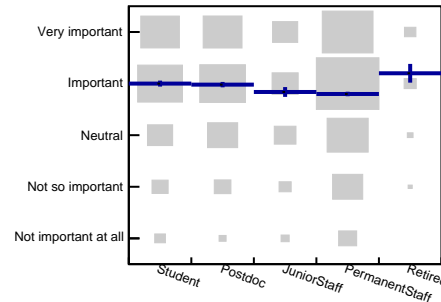
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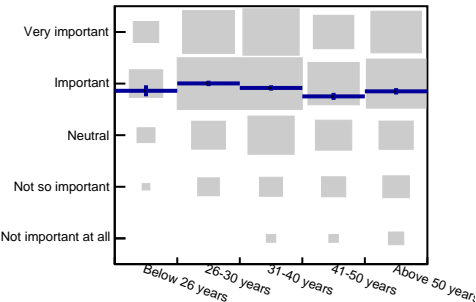
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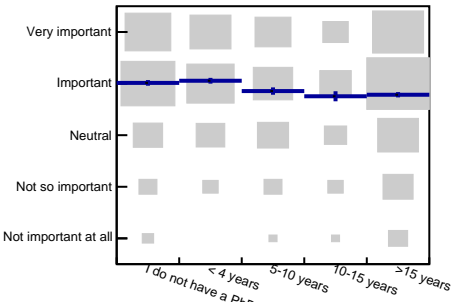
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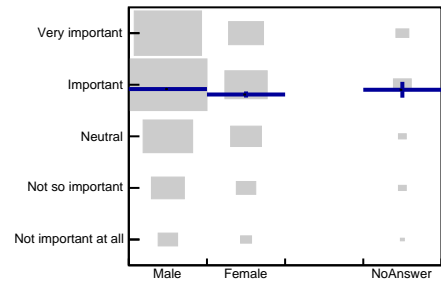
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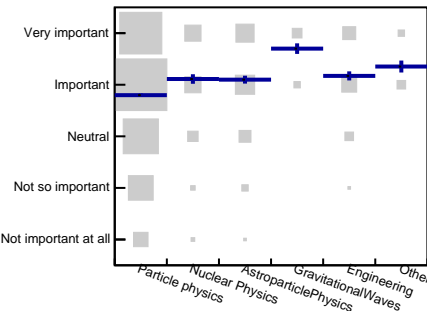
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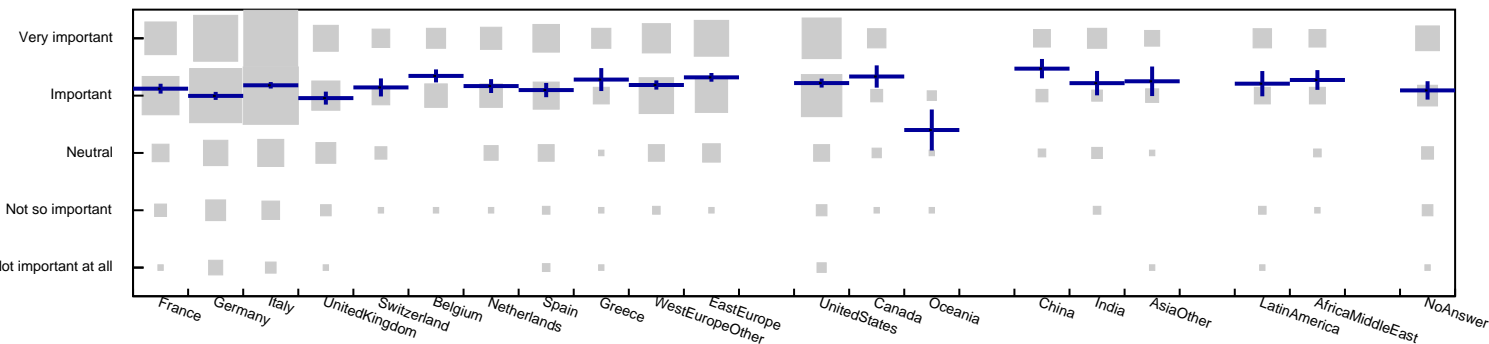
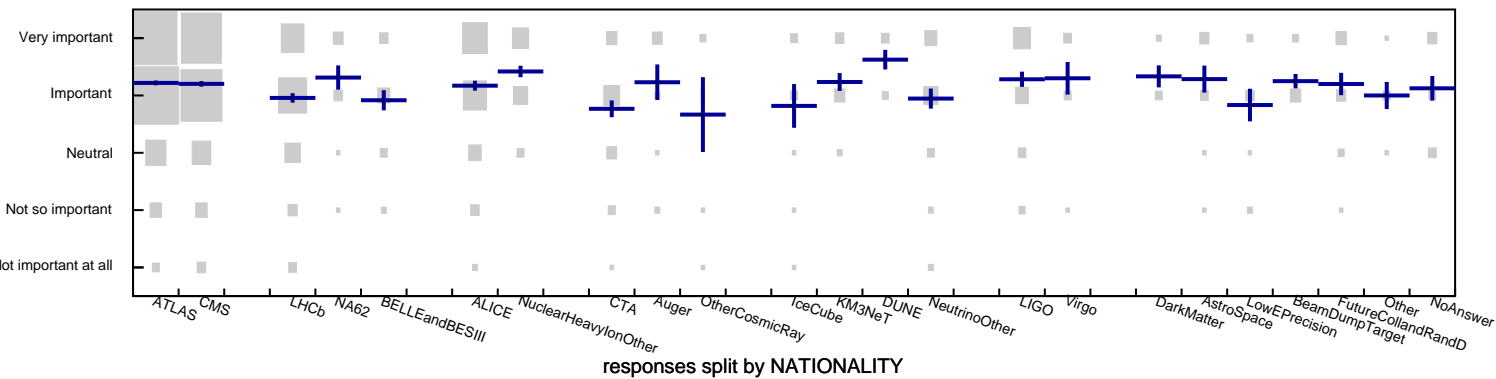
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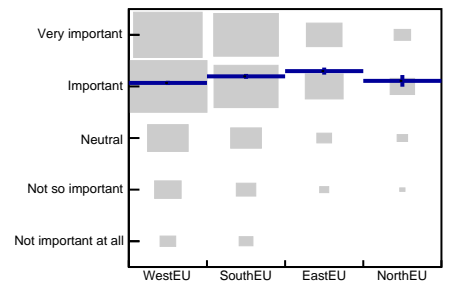
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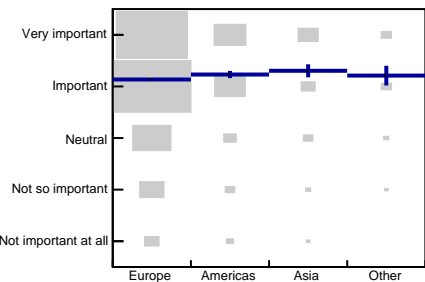
"Important to verify success: Receiving recognition for innovative work via an award" - by COLLABORATION



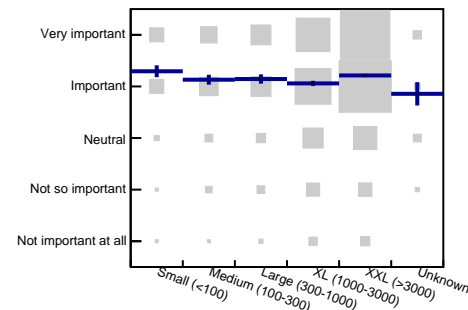
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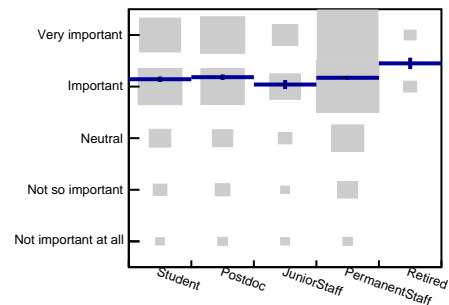
responses split by WORLD CONTINENT



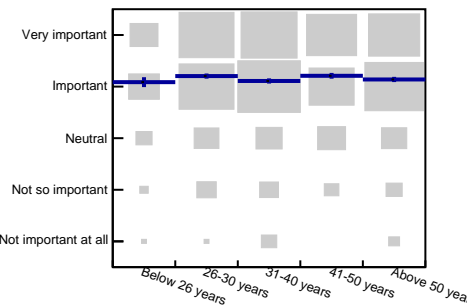
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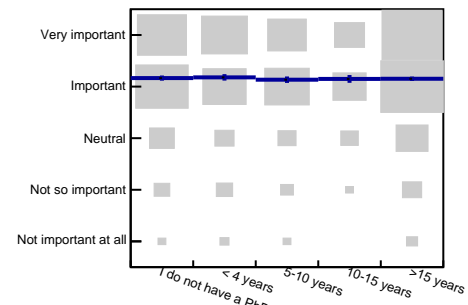
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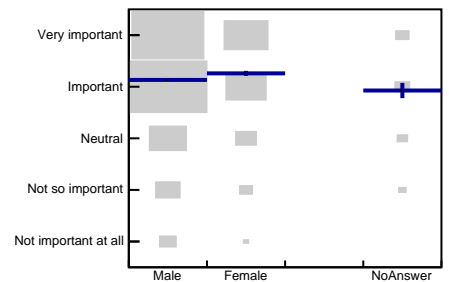
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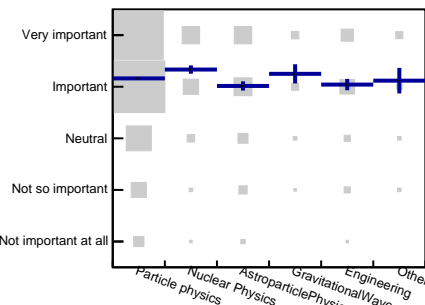
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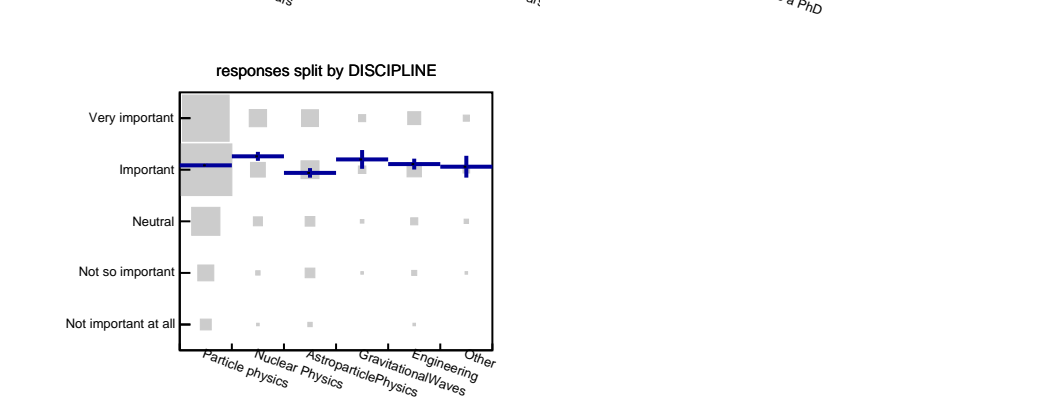
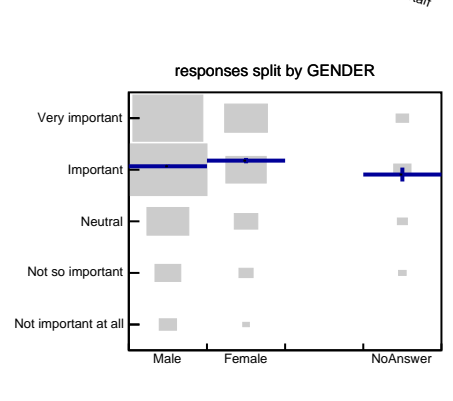
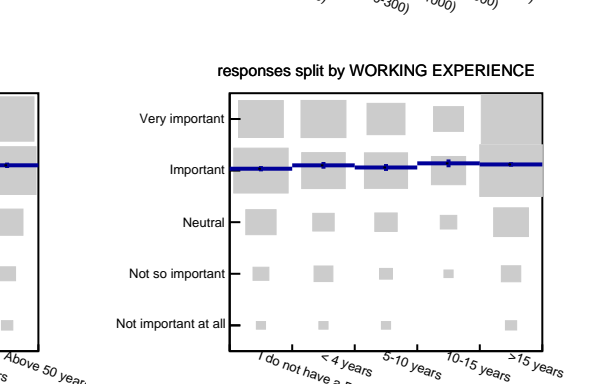
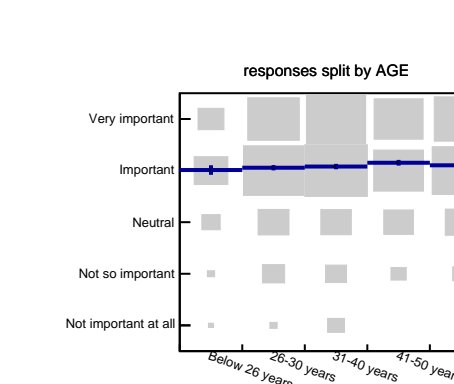
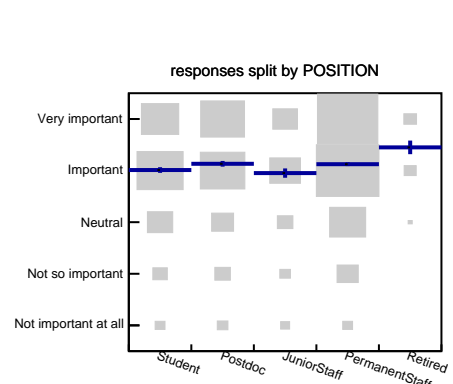
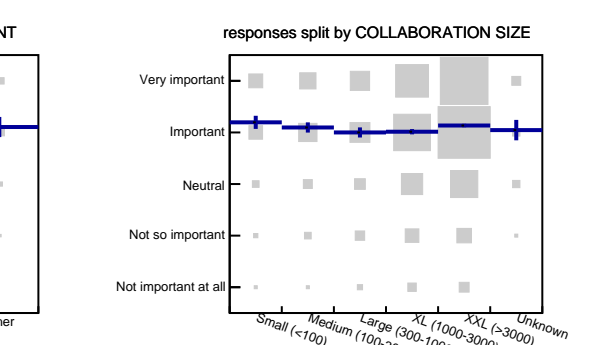
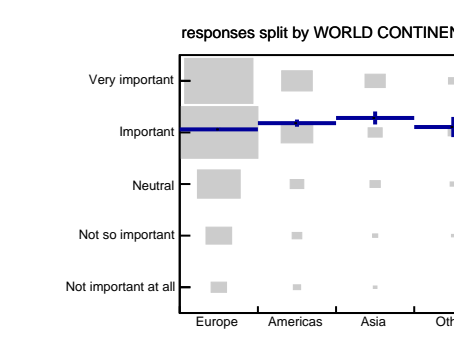
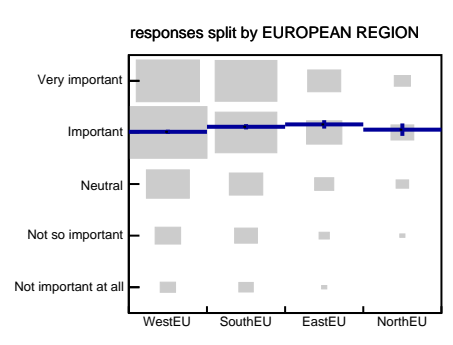
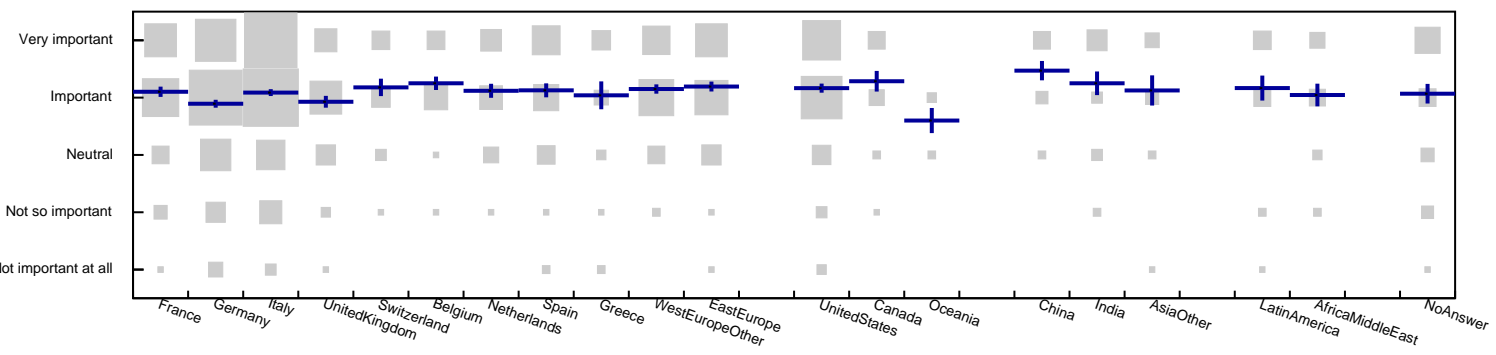
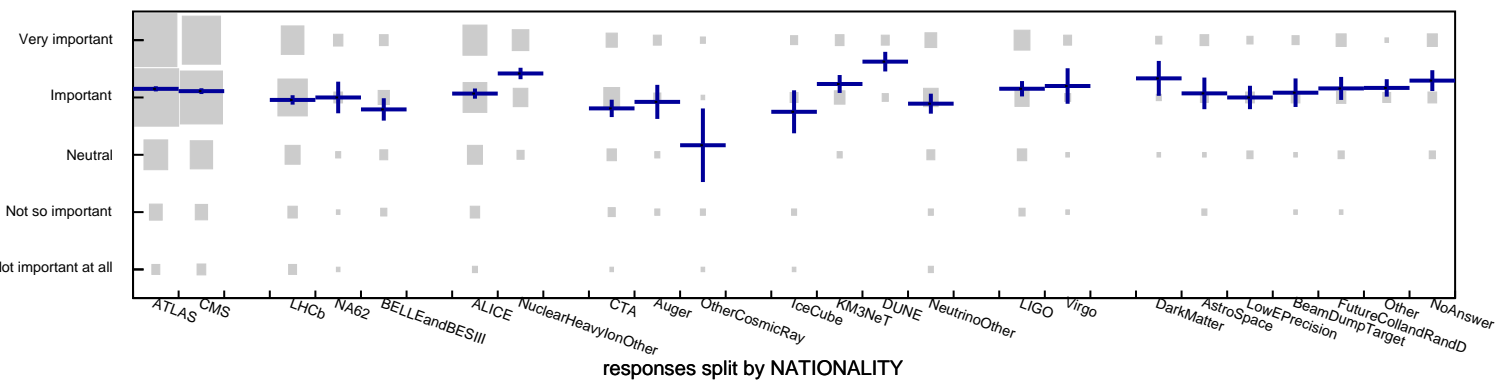
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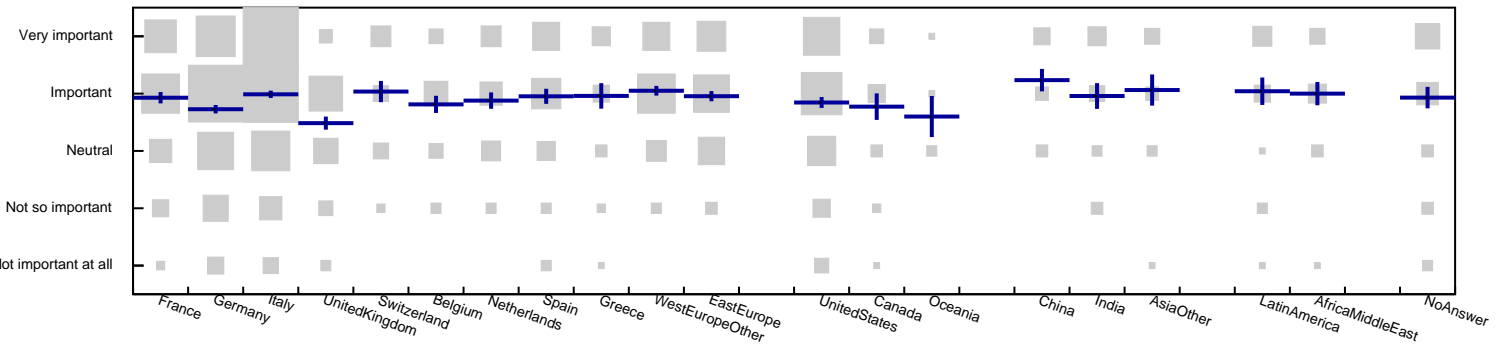
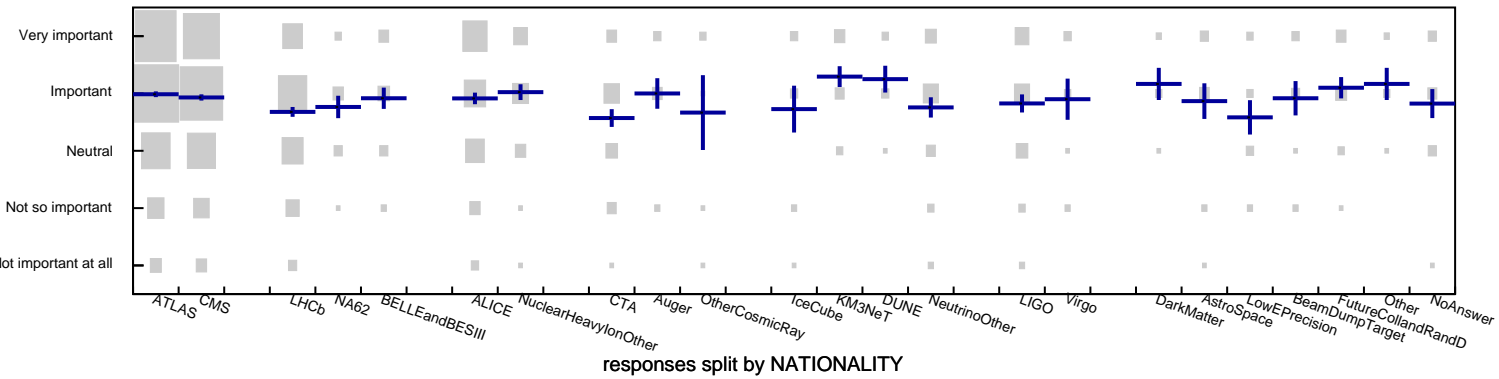
responses split by DISCIPLINE



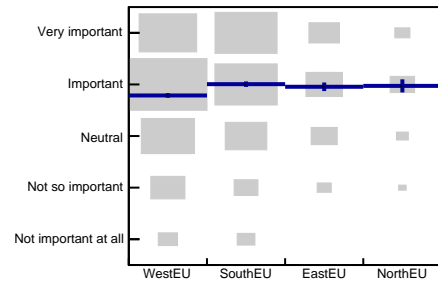
"Important to verify success: Receiving recognition for technical work via an award" - by COLLABORATION



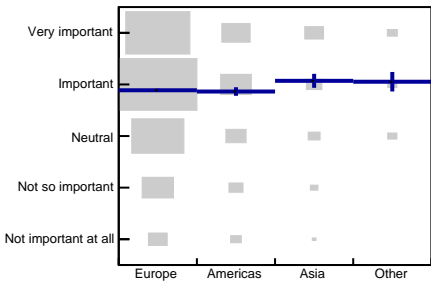
"Important to verify success: Receiving recognition for hard work via an award" - by COLLABORATION



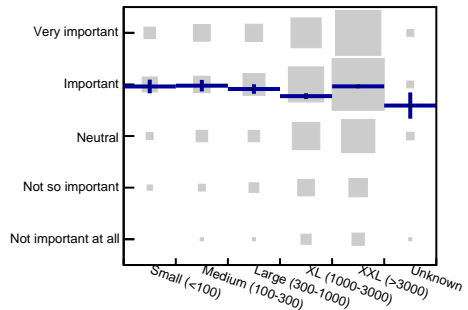
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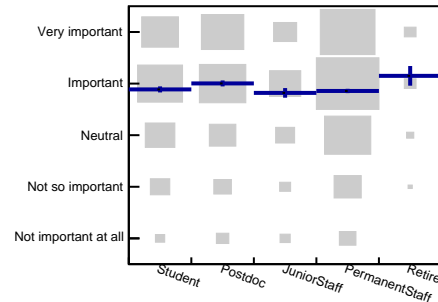
responses split by WORLD CONTINENT



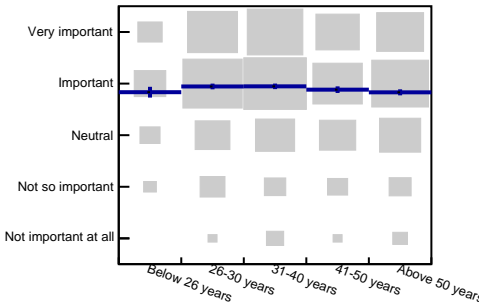
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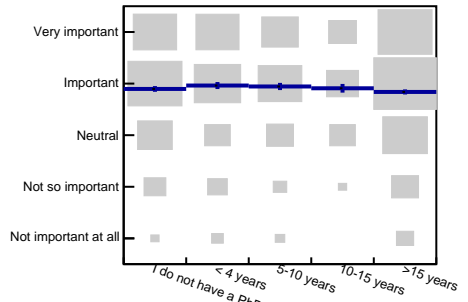
responses split by POSITION



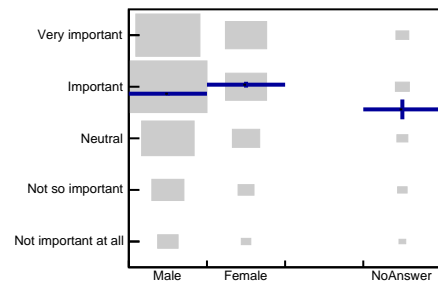
responses split by AGE



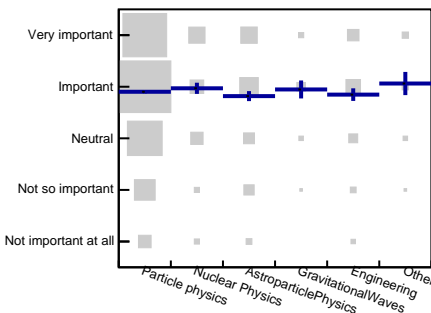
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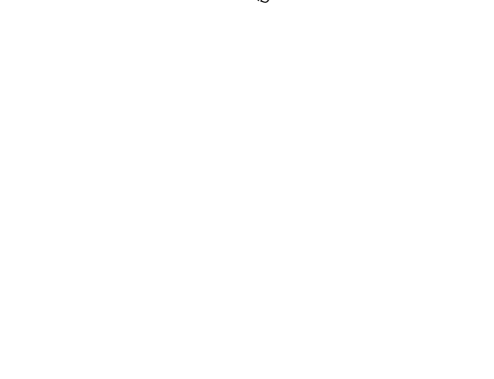
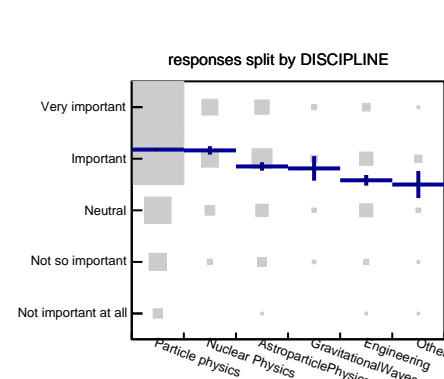
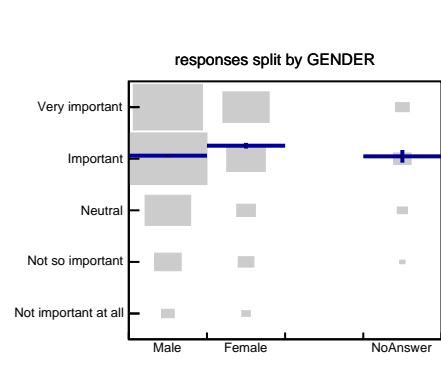
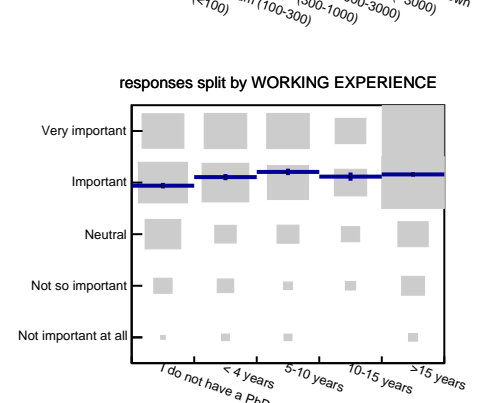
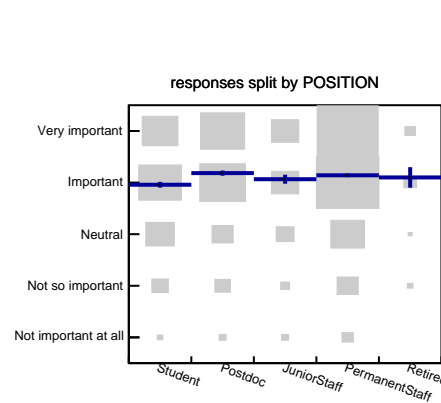
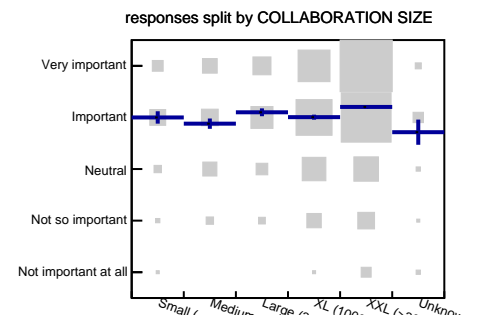
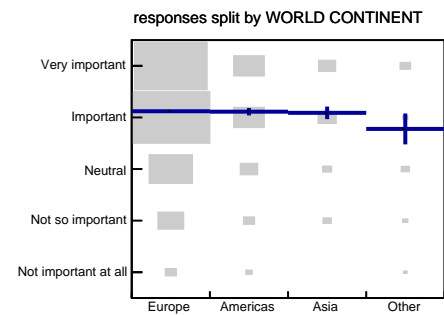
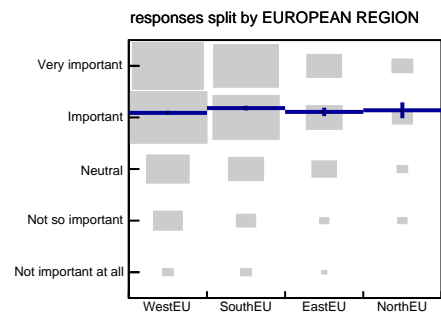
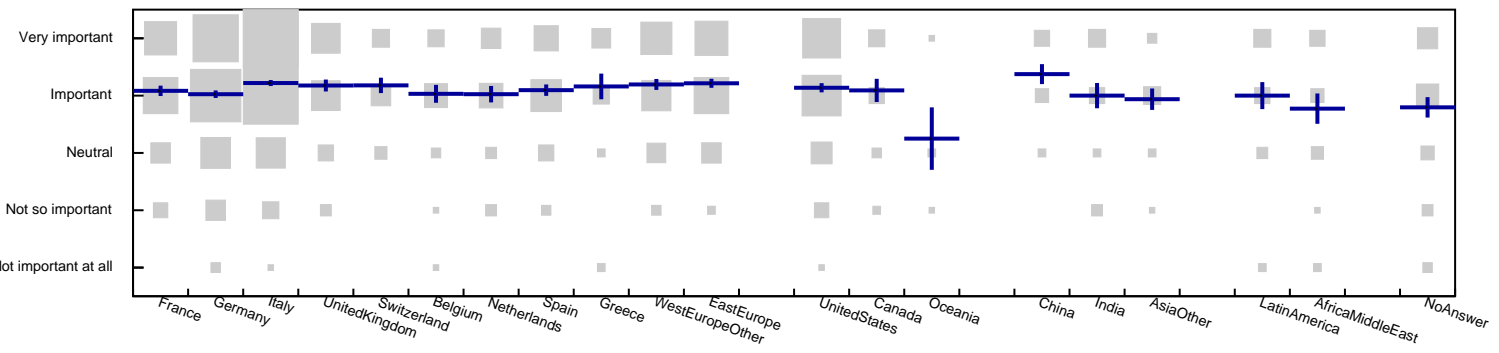
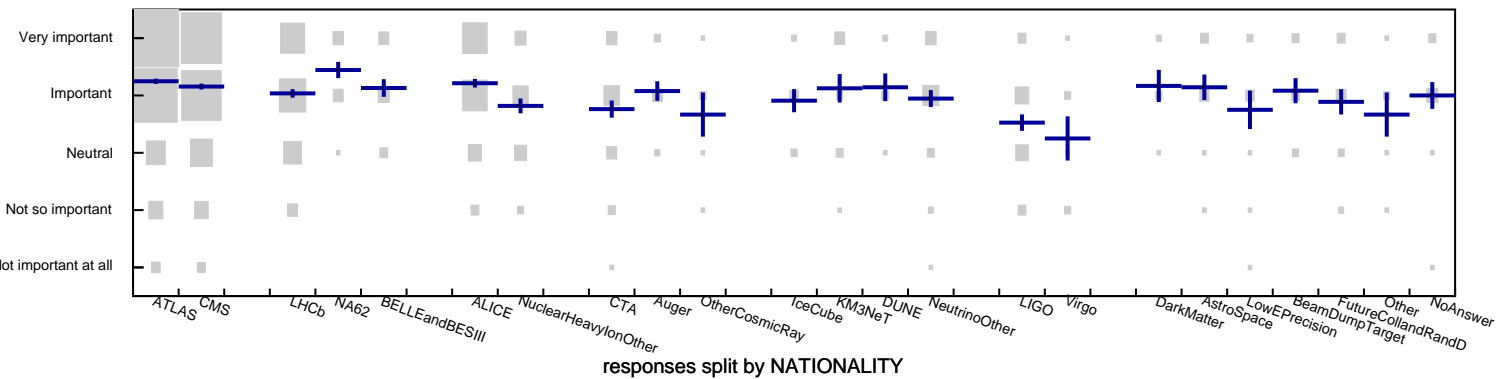
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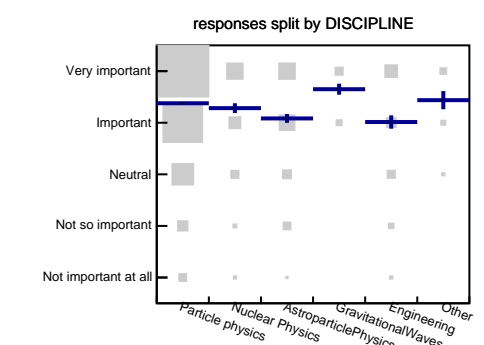
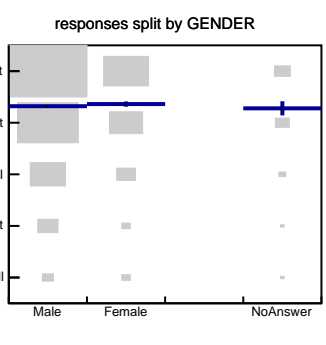
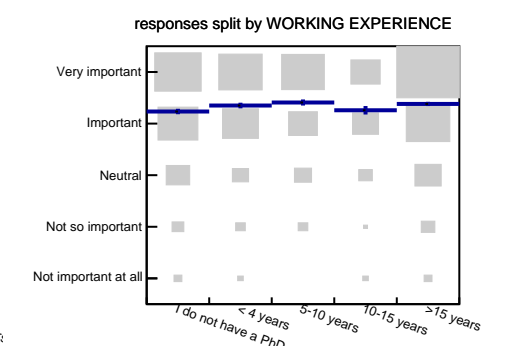
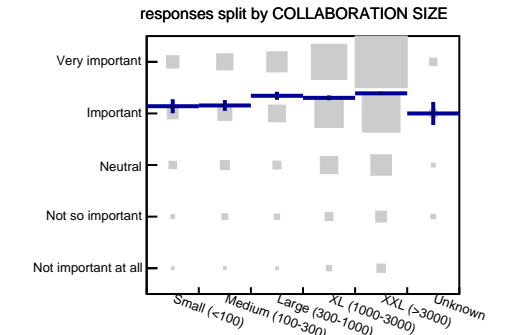
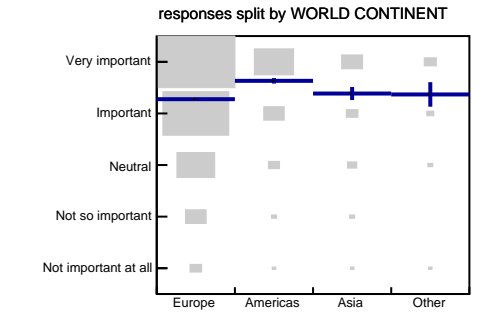
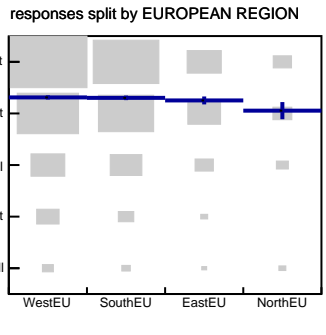
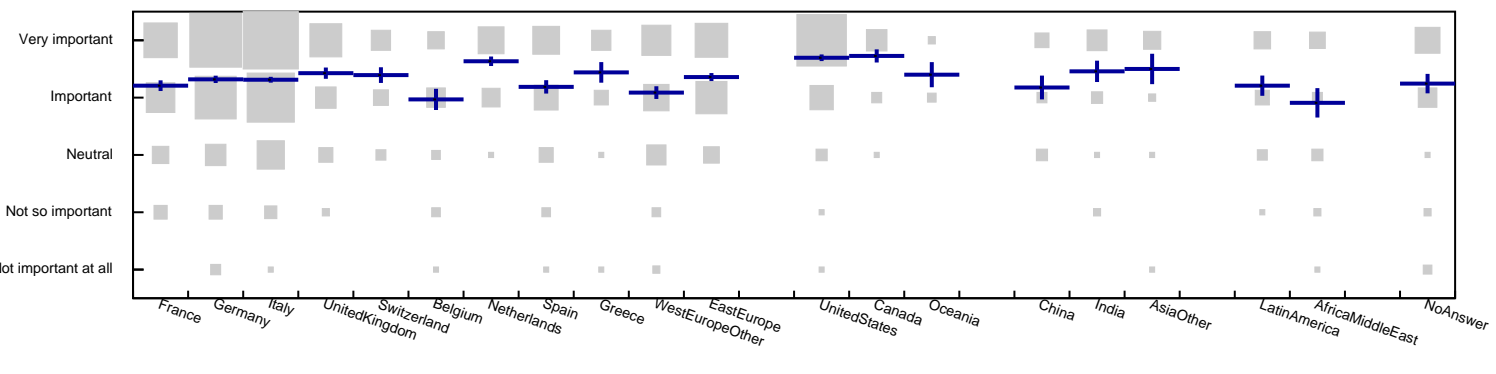
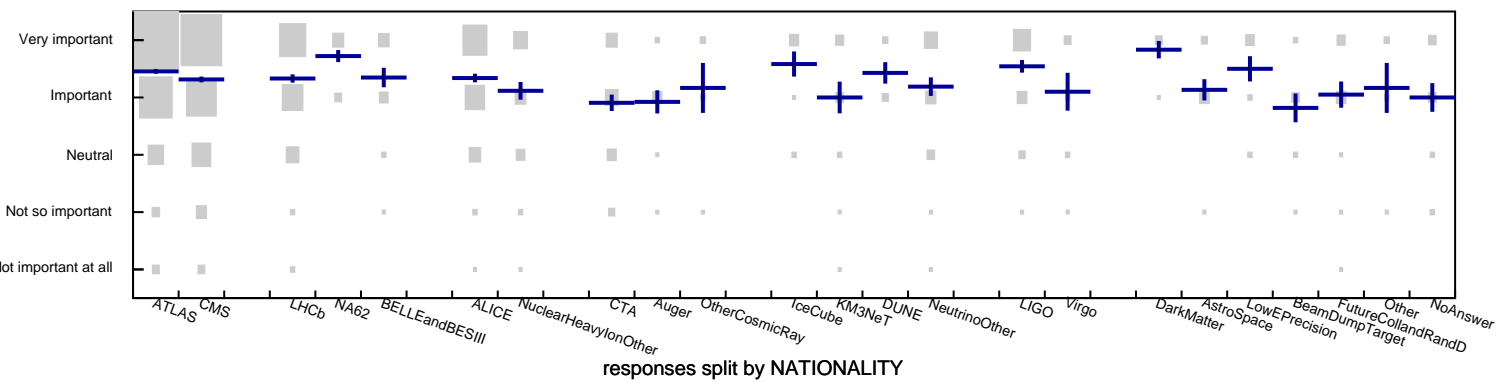
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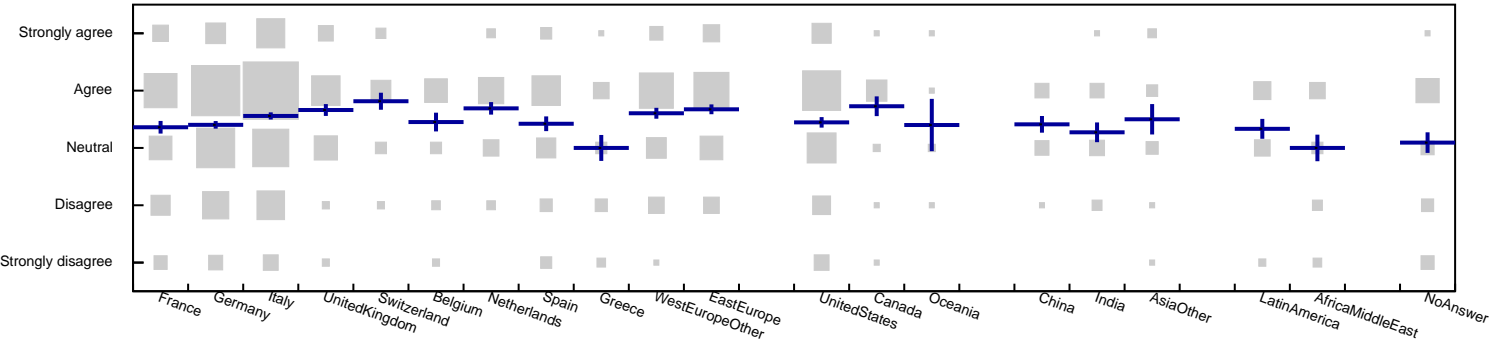
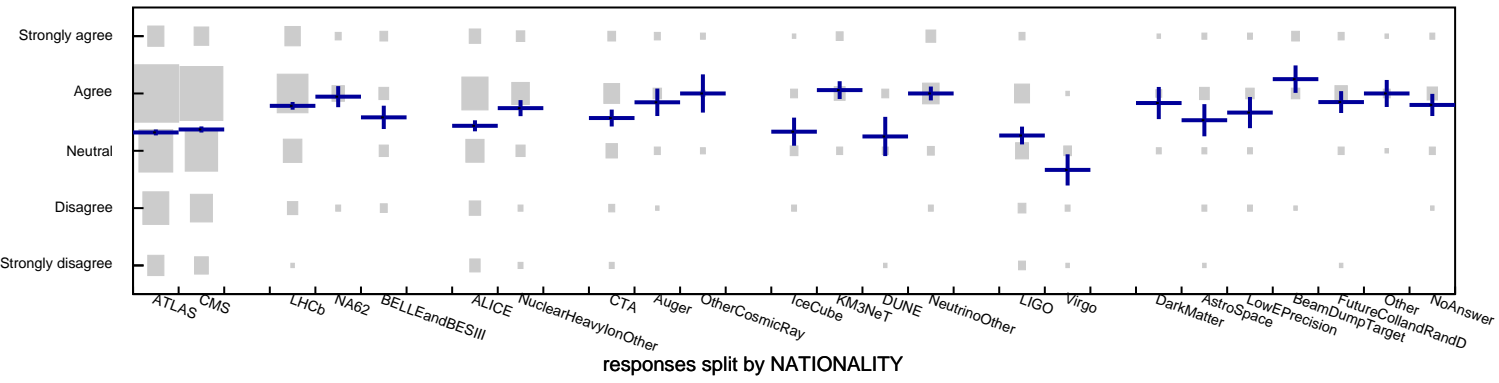
"Important to verify success: Selection as a convener or equivalent" - by COLLABORATION



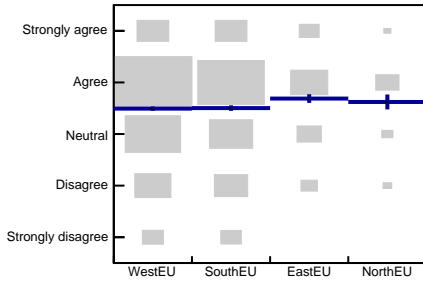
"Important to verify success: Excellent letters of reference" - by COLLABORATION



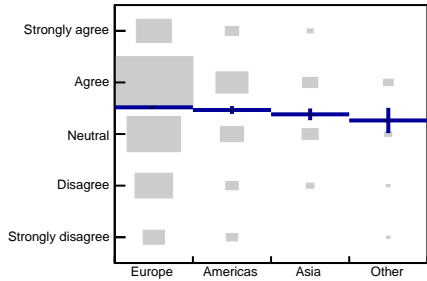
"Your individual contributions are recognized well among the members of your collaboration" - by COLLABORATION



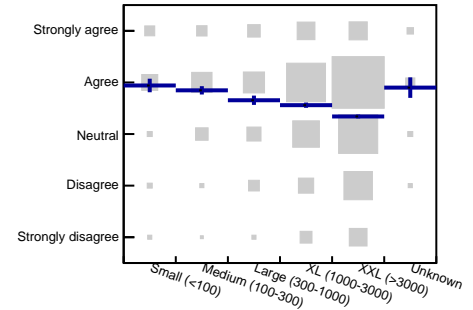
responses split by EUROPEAN REGION



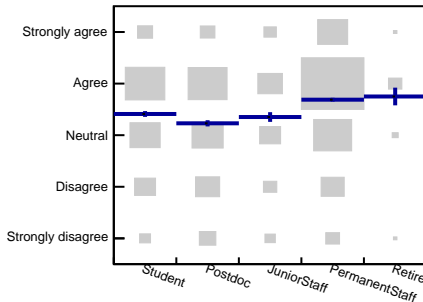
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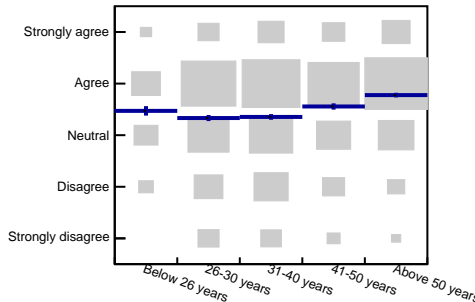
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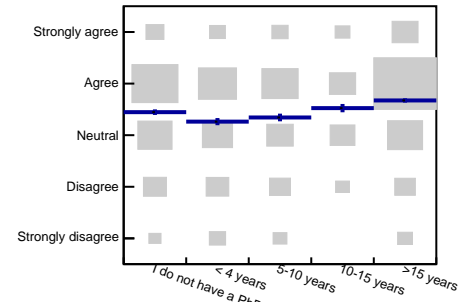
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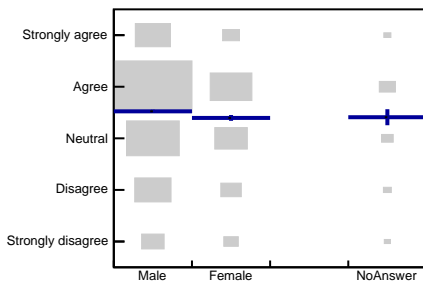
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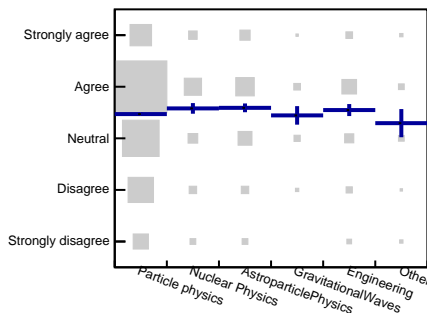
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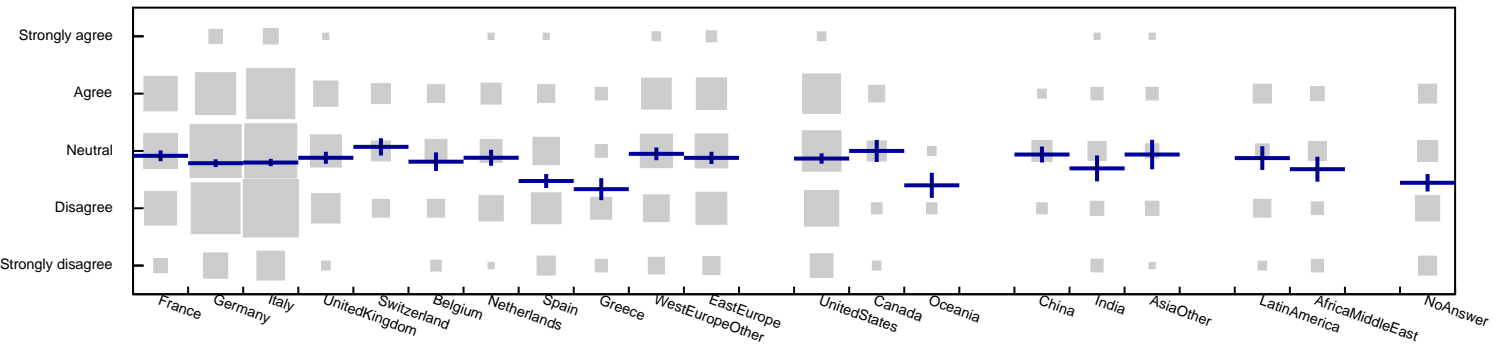
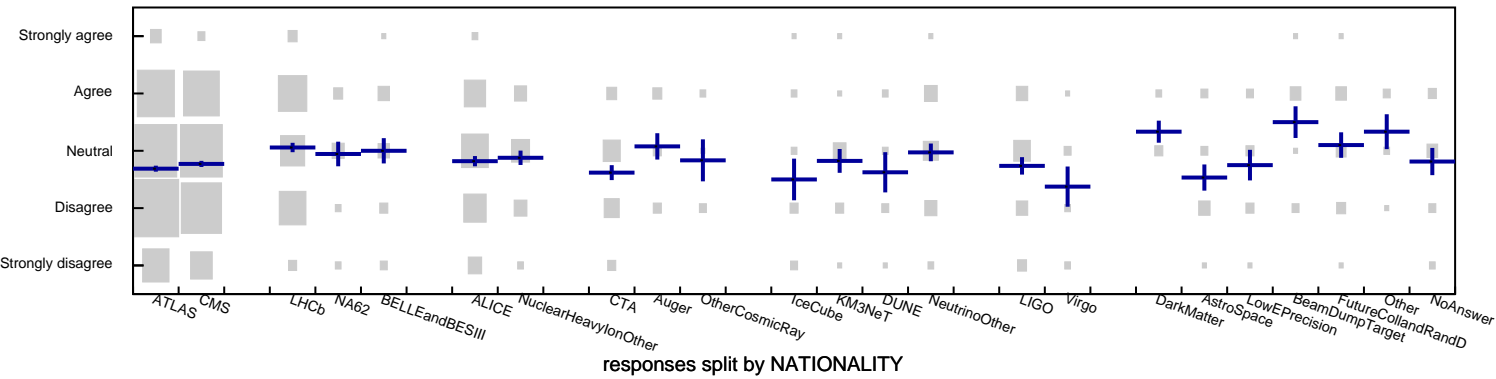
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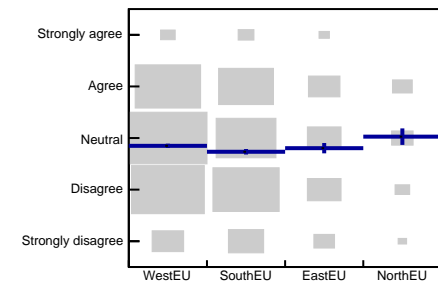
responses split by DISCIPLINE



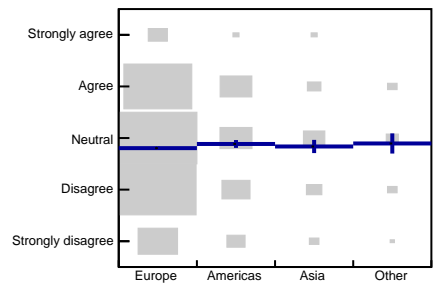
"The high-energy physics physics scientific community outside my collaboration is provided with sufficient information to assess me" - by COLLABORATION



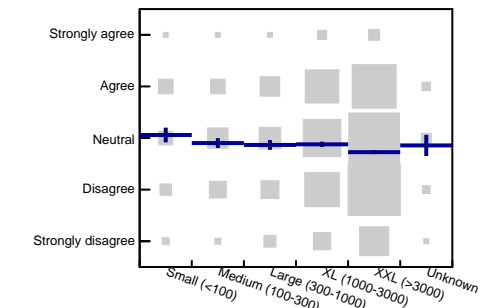
responses split by EUROPEAN REGION



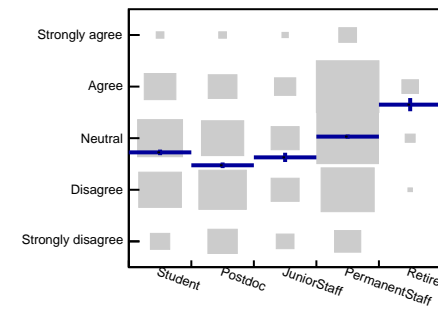
responses split by WORLD CONTINENT



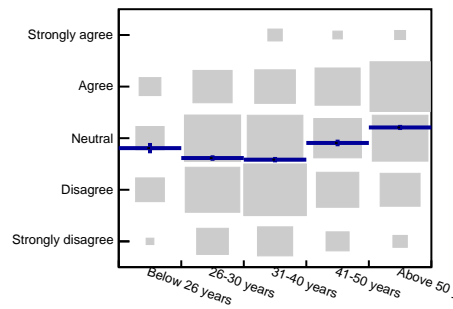
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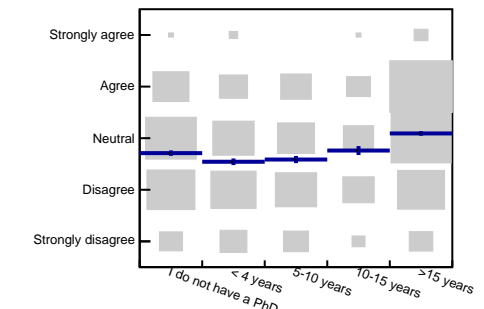
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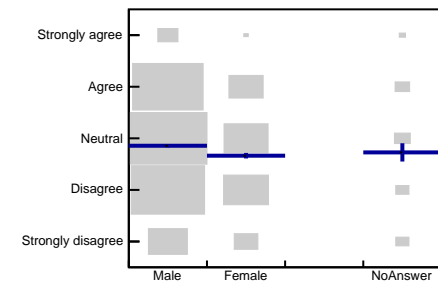
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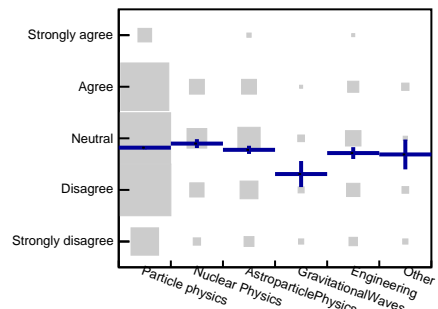
responses split by WORKING EXPERIENCE



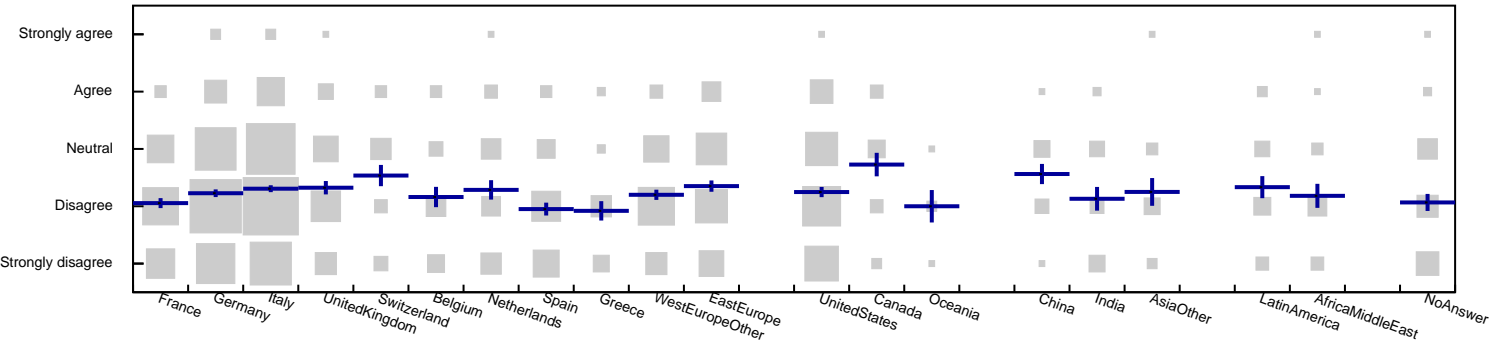
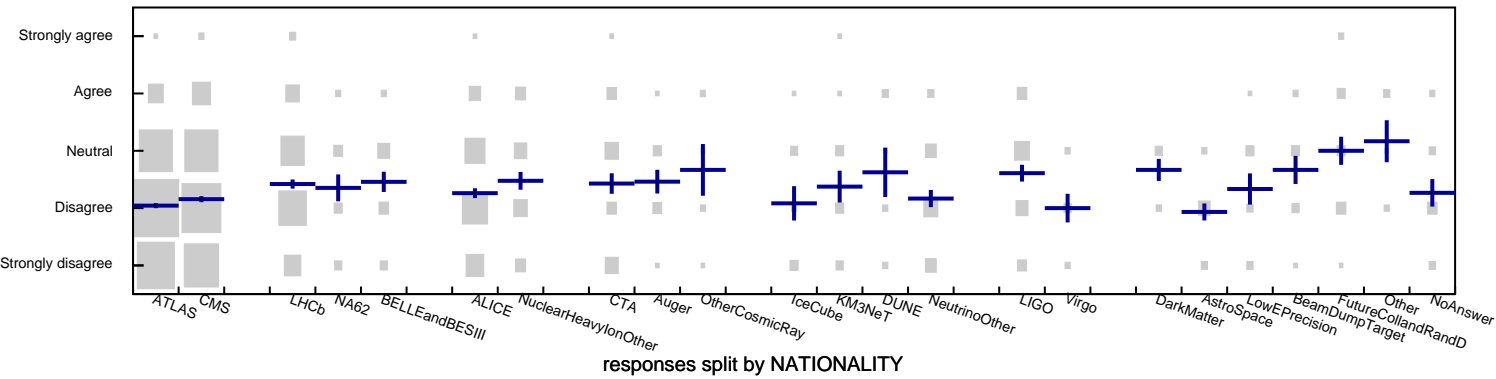
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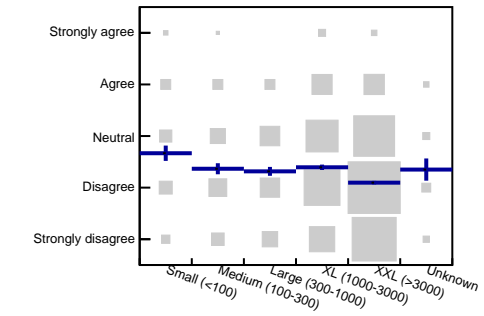
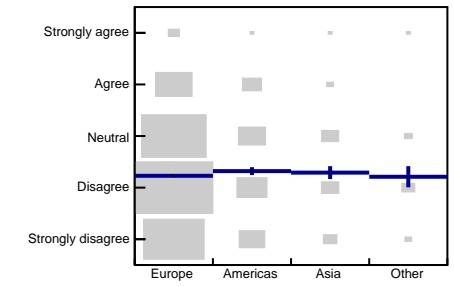
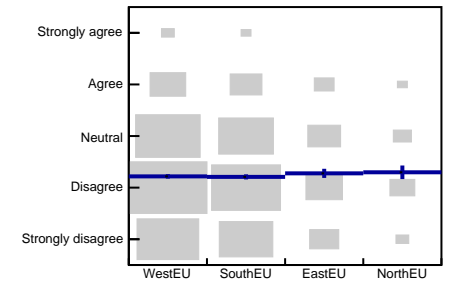
"The non-HEP scientific community is provided with sufficient information to assess me" - by COLLABORATION



responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

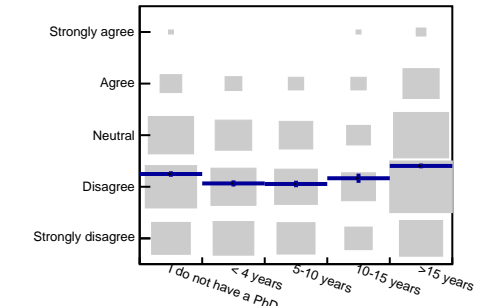
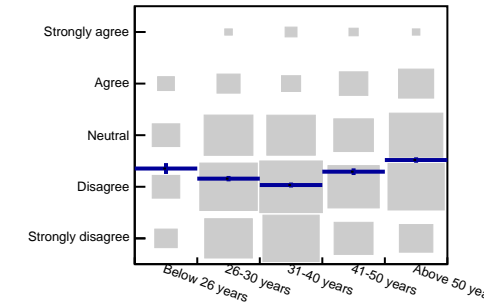
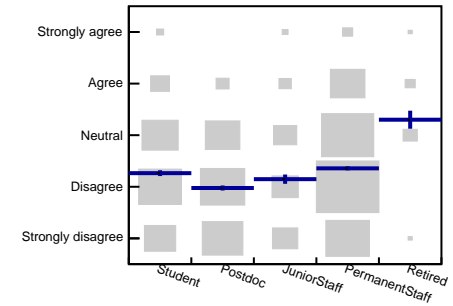
responses split by COLLABORATION SIZE



responses split by POSITION

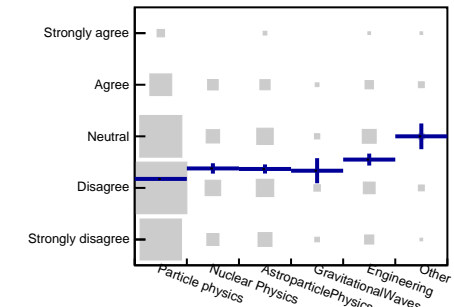
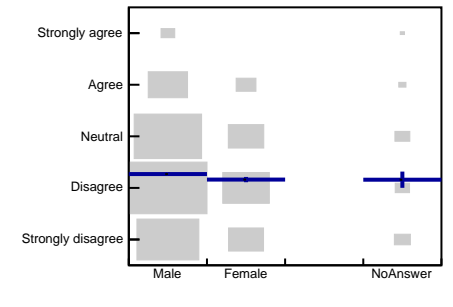
responses split by AGE

responses split by WORKING EXPERIENCE

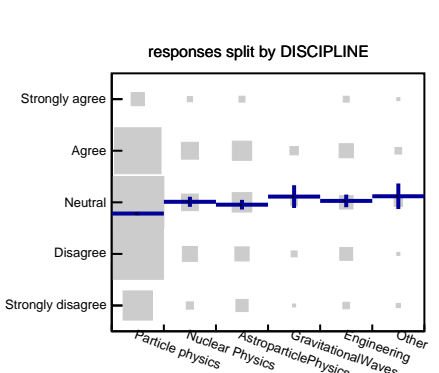
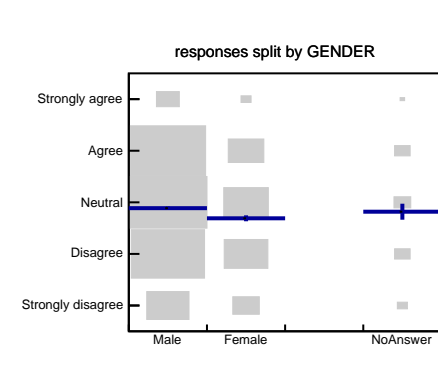
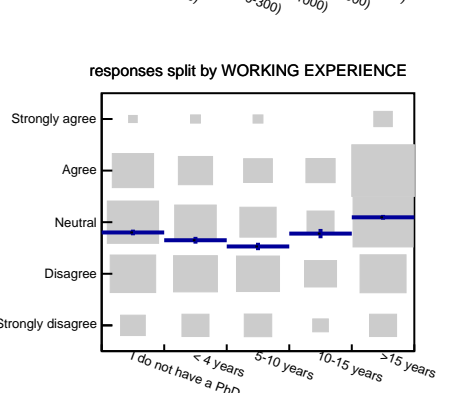
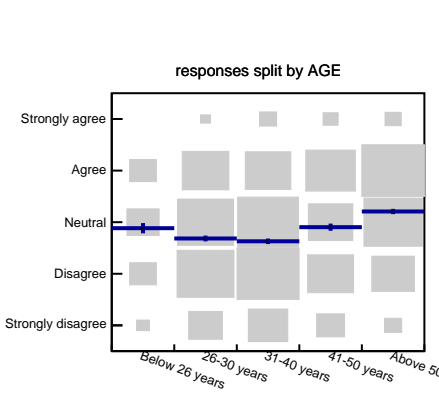
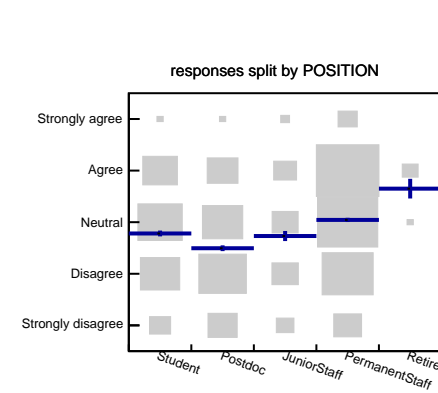
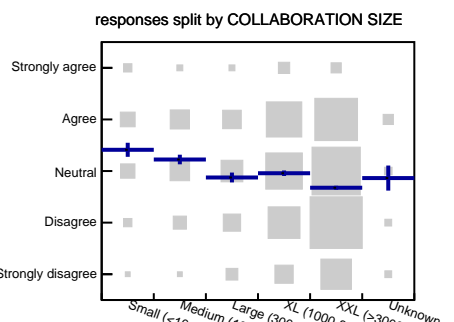
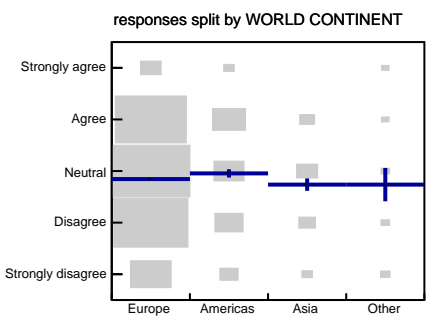
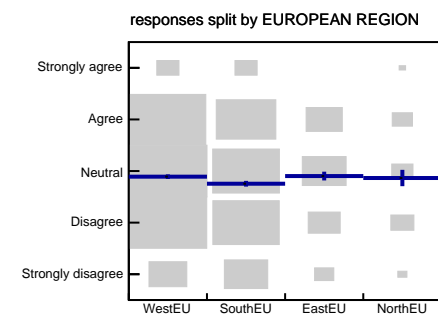
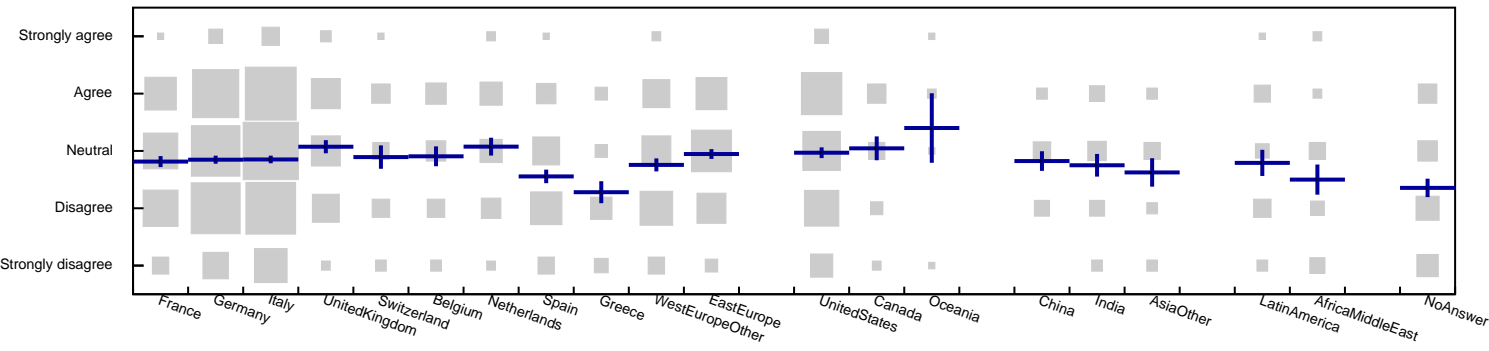
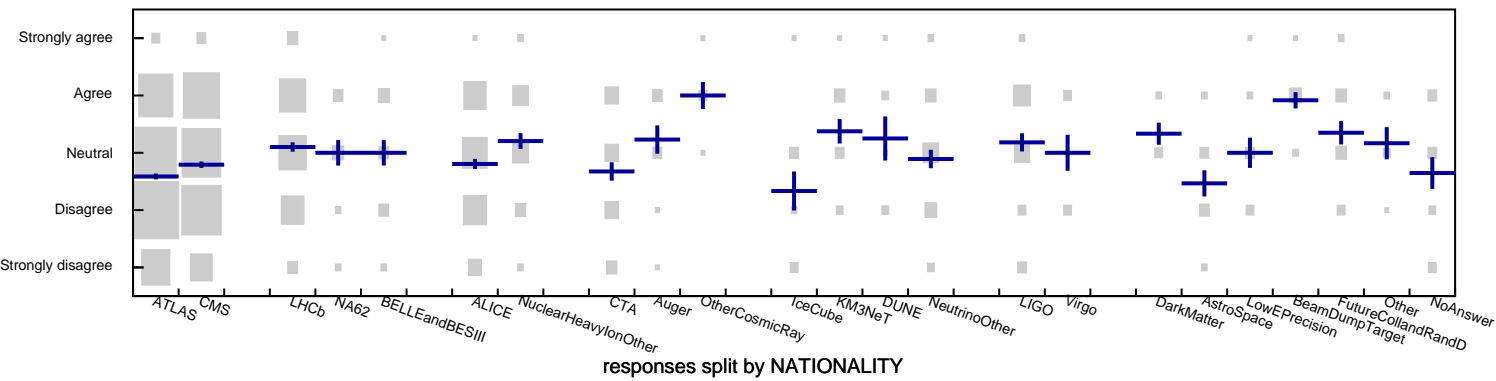


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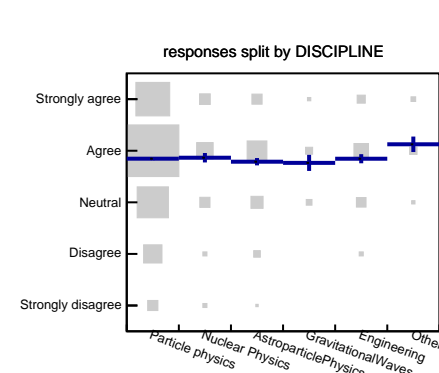
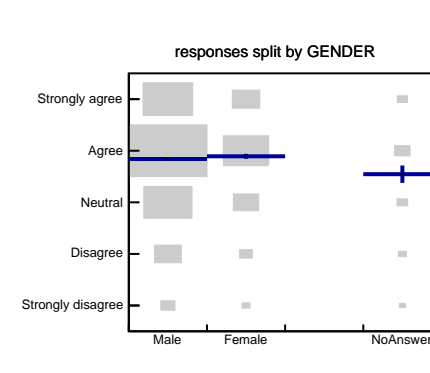
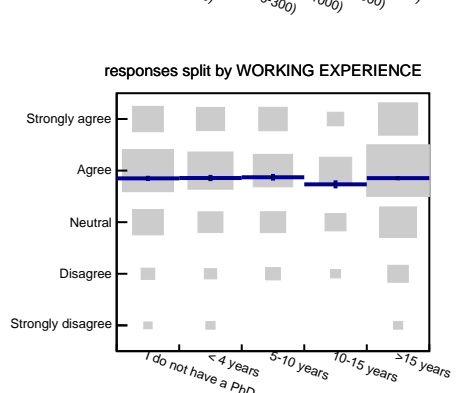
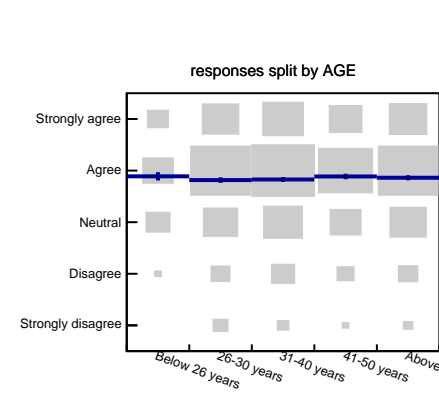
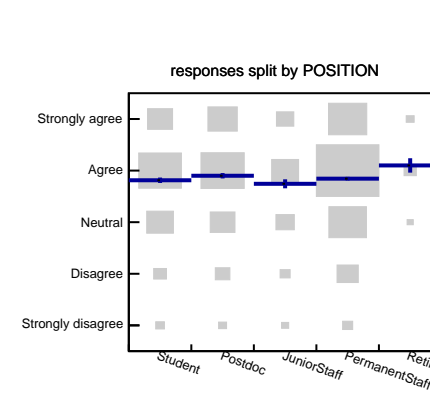
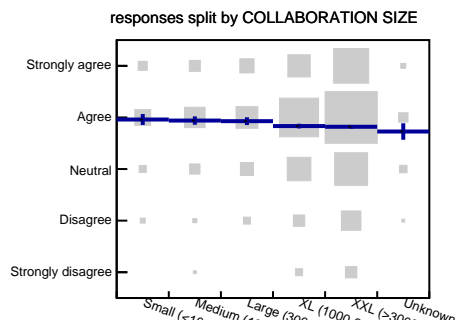
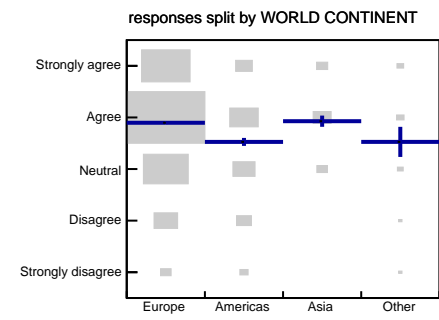
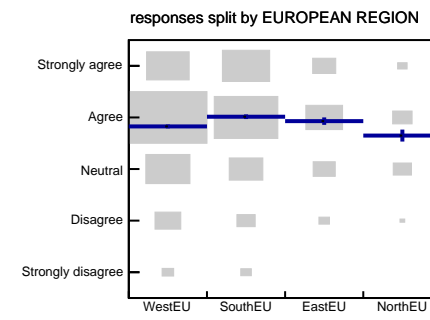
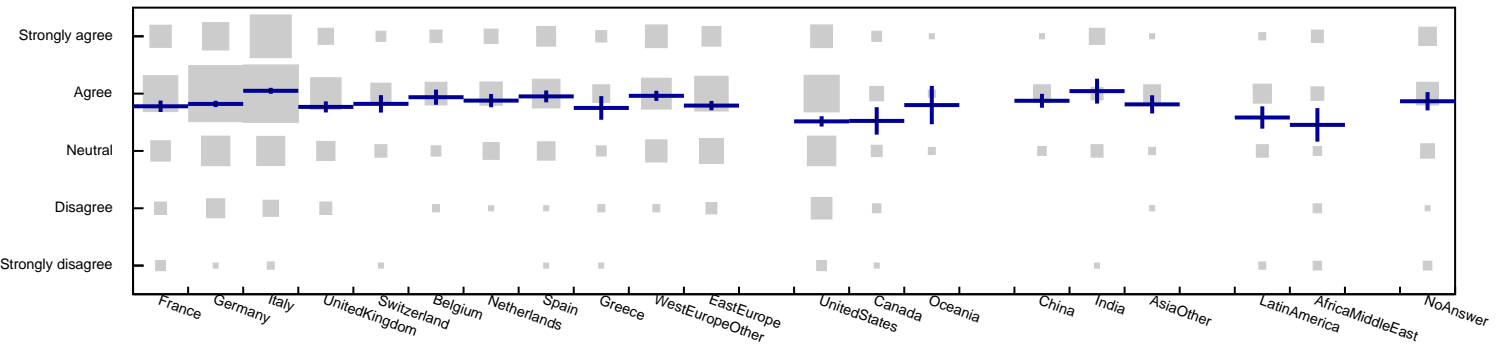
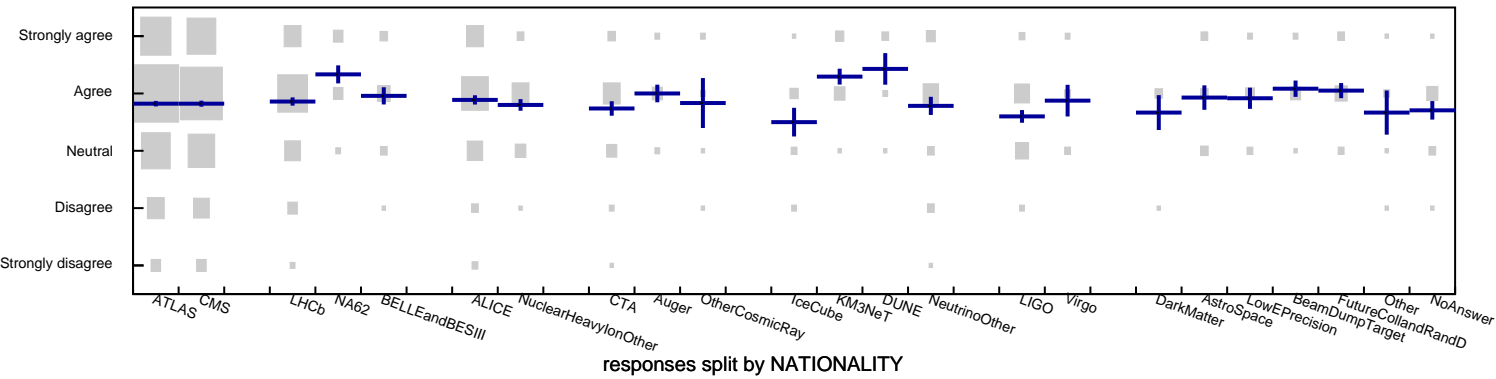
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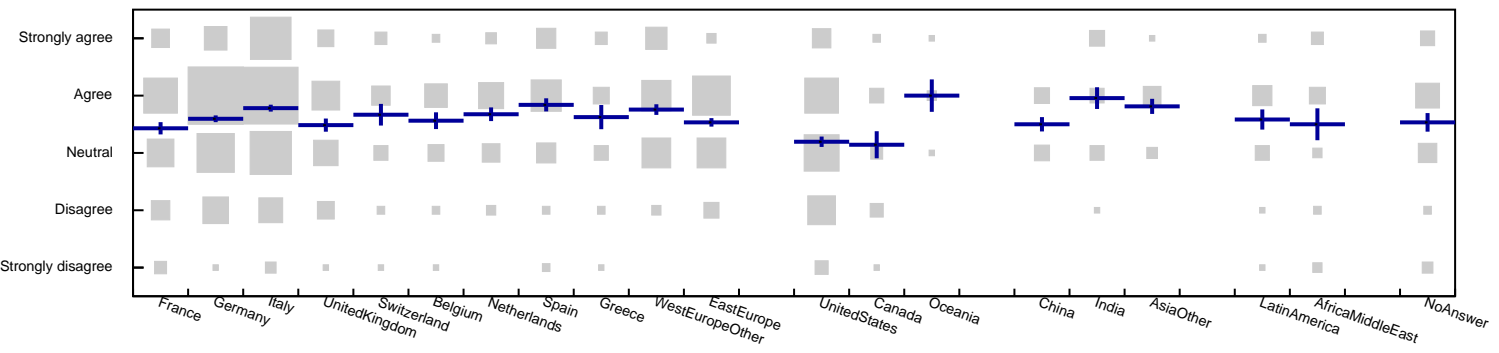
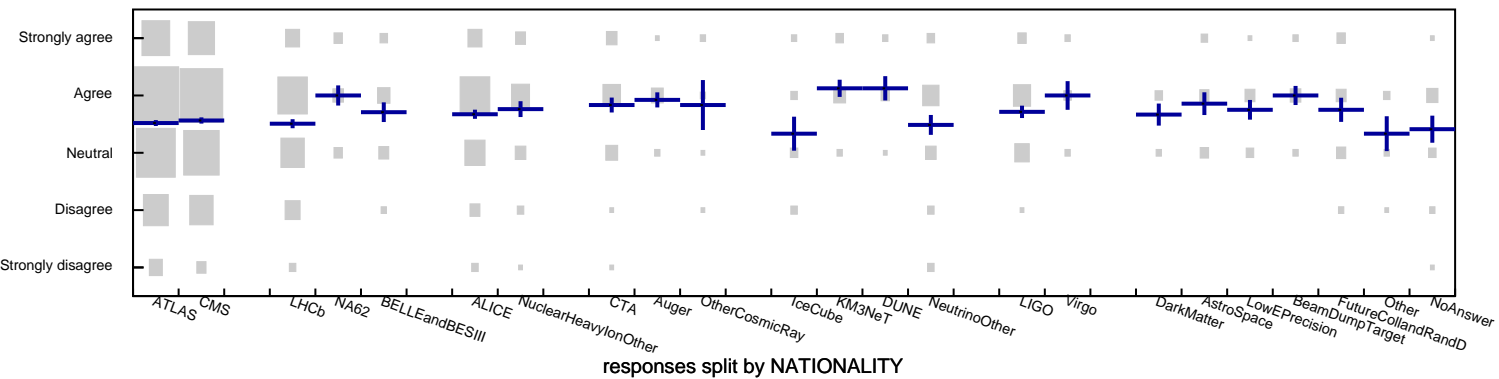
"There are sufficient opportunities for me such that my individual creativity, innovation and efforts are recognizable outside my collaboration" - by COLLABORATION



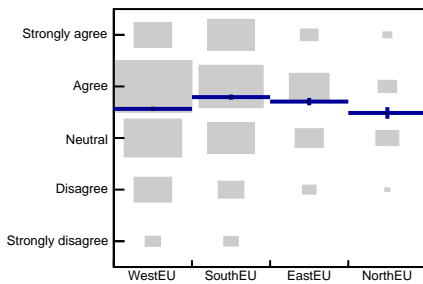
"Coherence across collaborations in their procedures to recognize individual achievement is important in particle physics" - by COLLABORATION



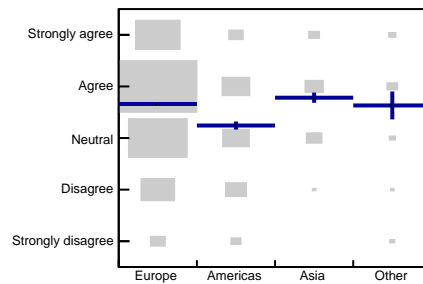
"Coherence across disciplines in their procedures to recognize individual achievement is important between particle physics, astroparticle physics and nuclear physics" - by COLLABORATION



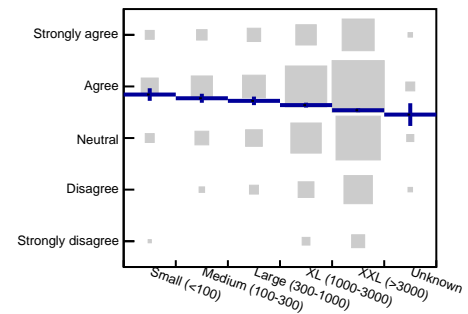
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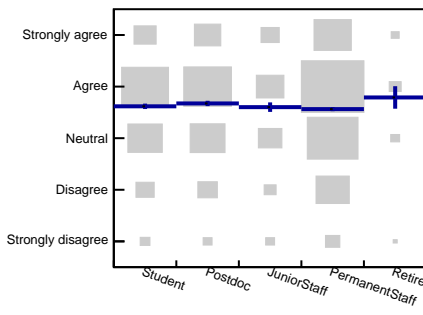
responses split by WORLD CONTINENT



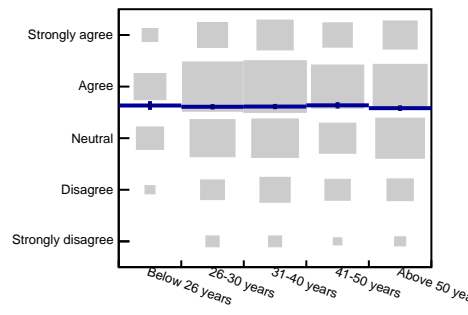
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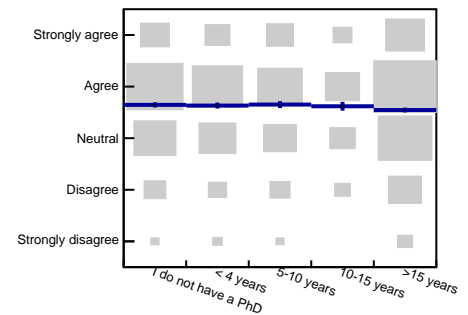
responses split by POSITION



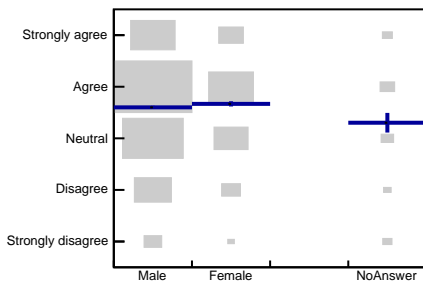
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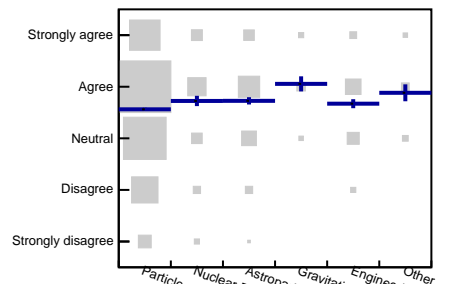
responses split by WORKING EXPERIENCE



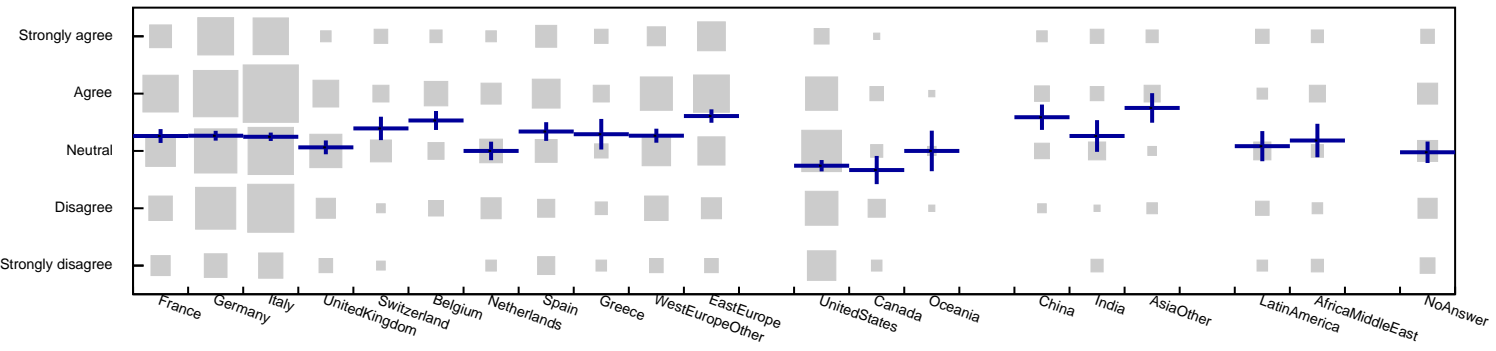
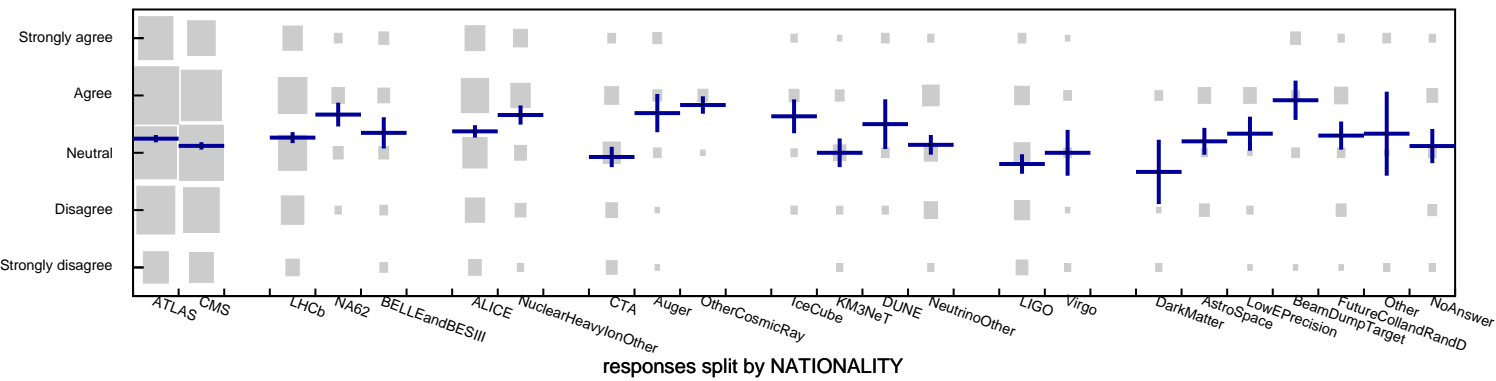
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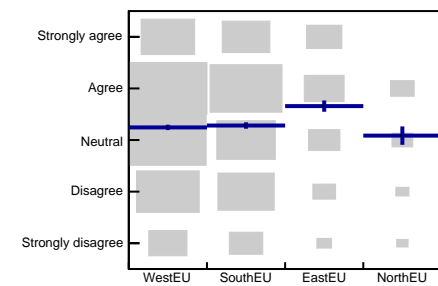
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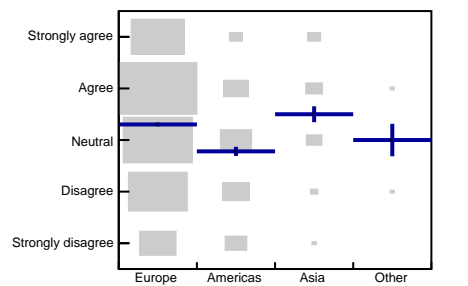
"I perceive no gender bias in the recognition of individual achievements" - by COLLABORATION



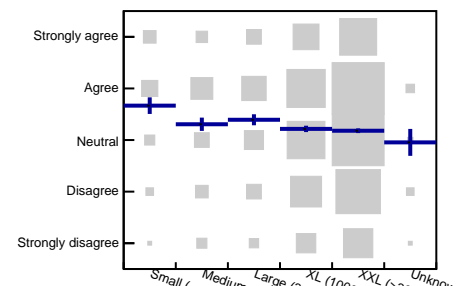
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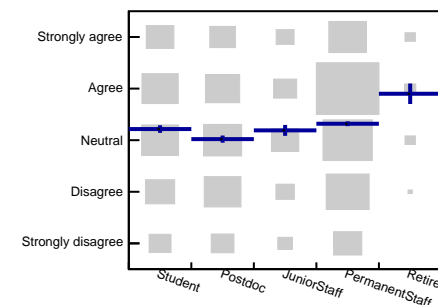
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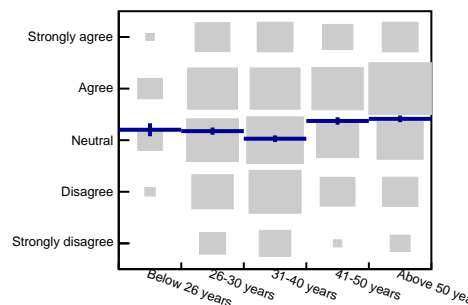
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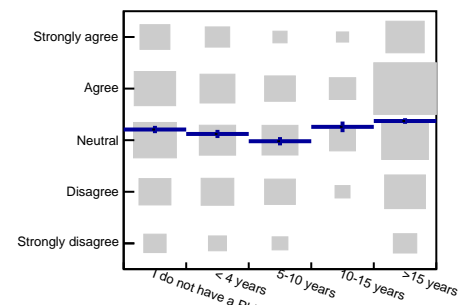
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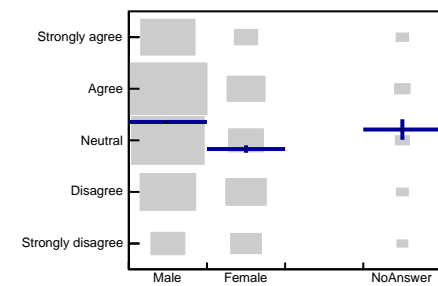
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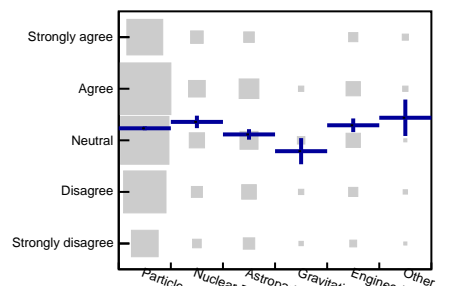
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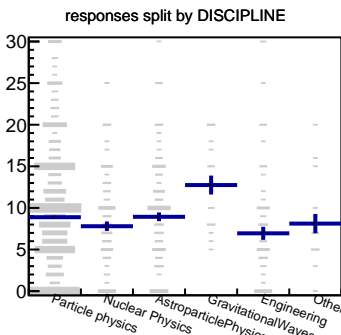
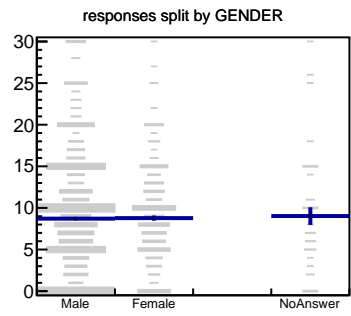
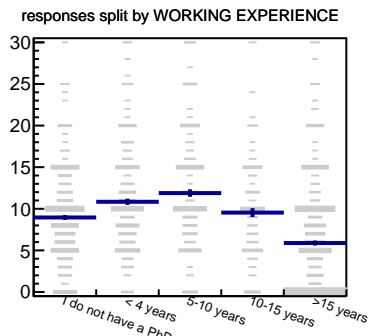
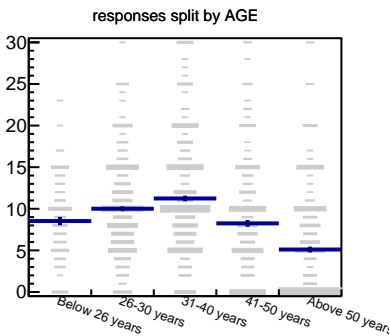
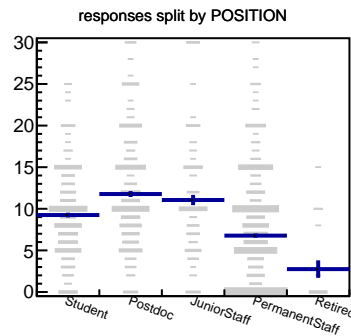
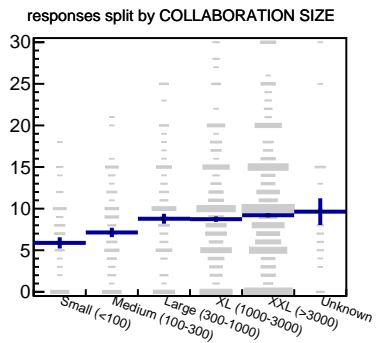
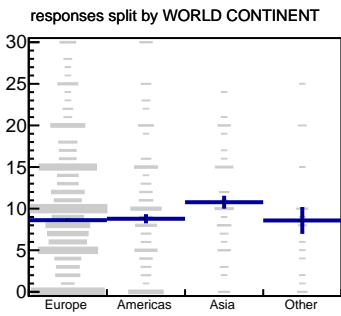
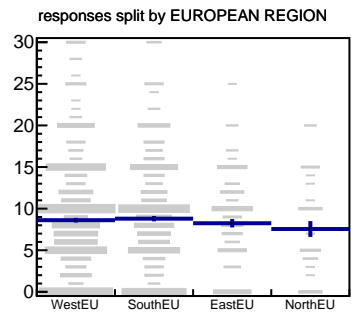
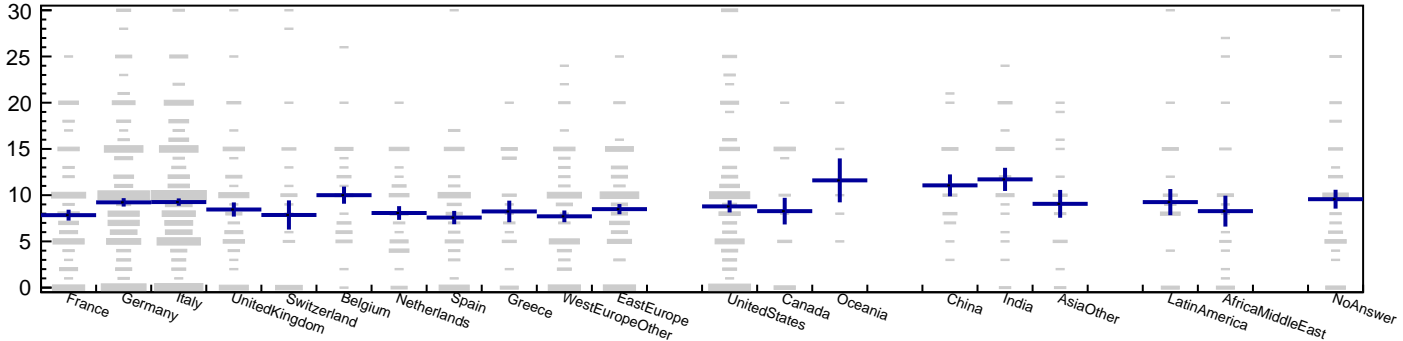
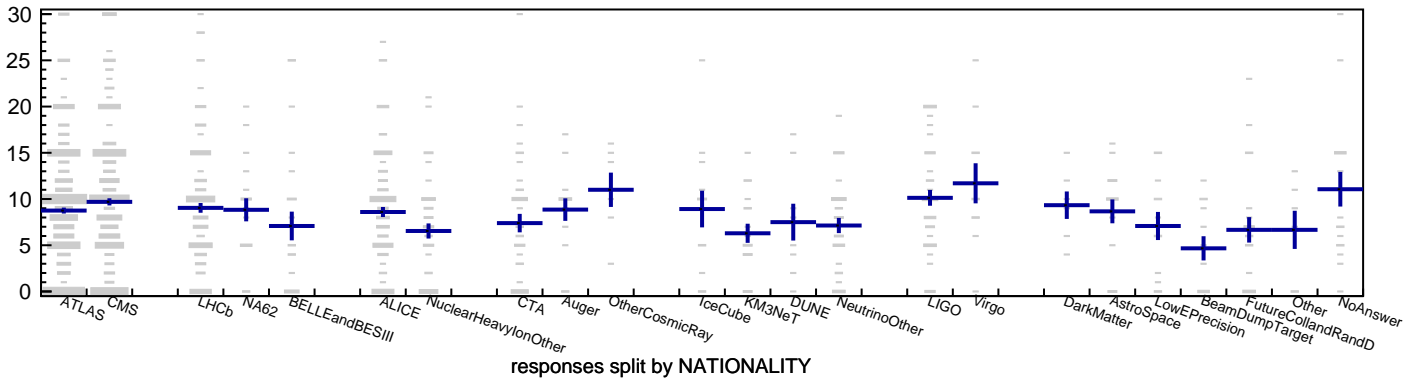
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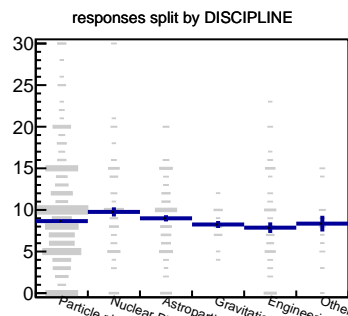
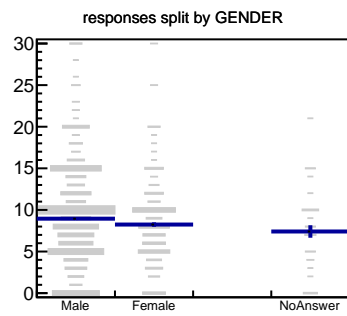
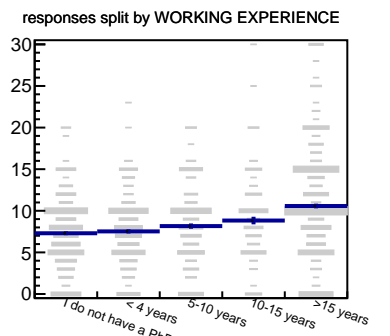
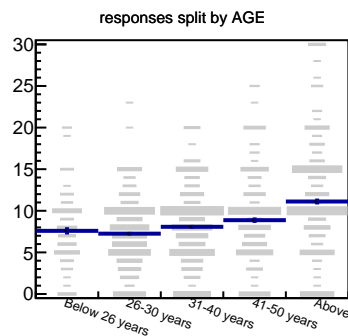
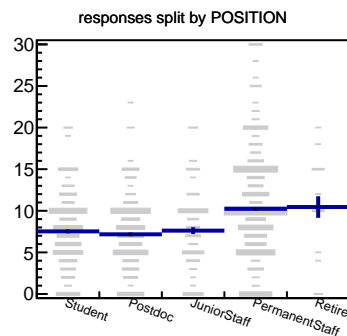
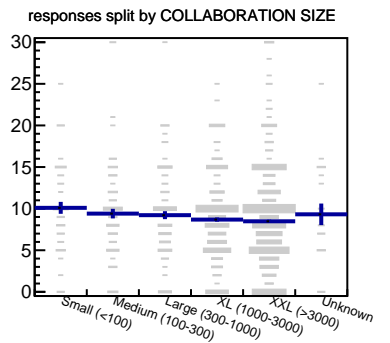
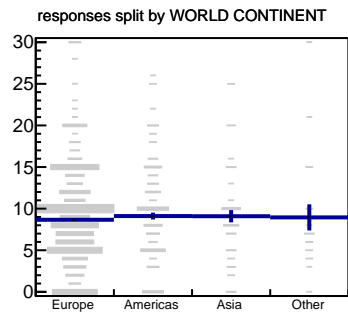
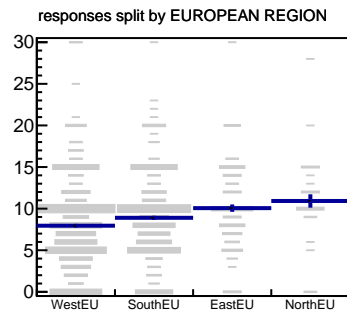
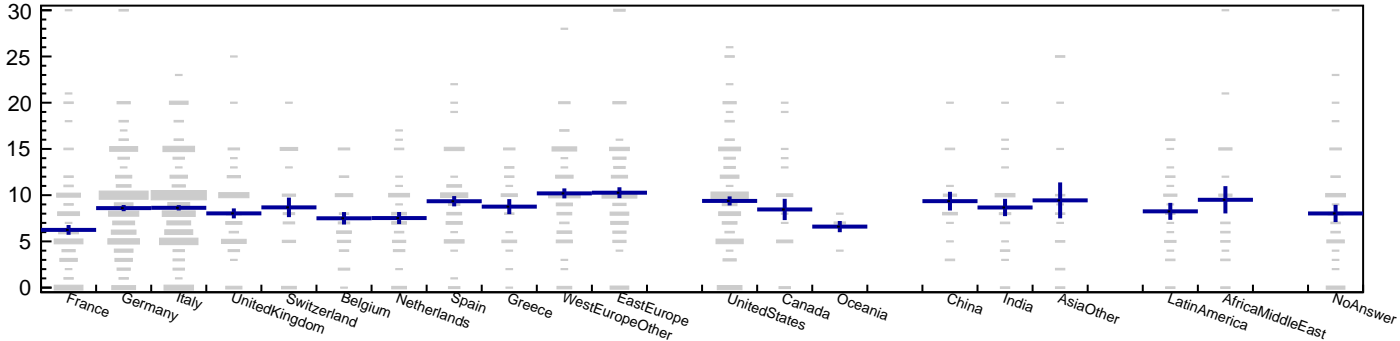
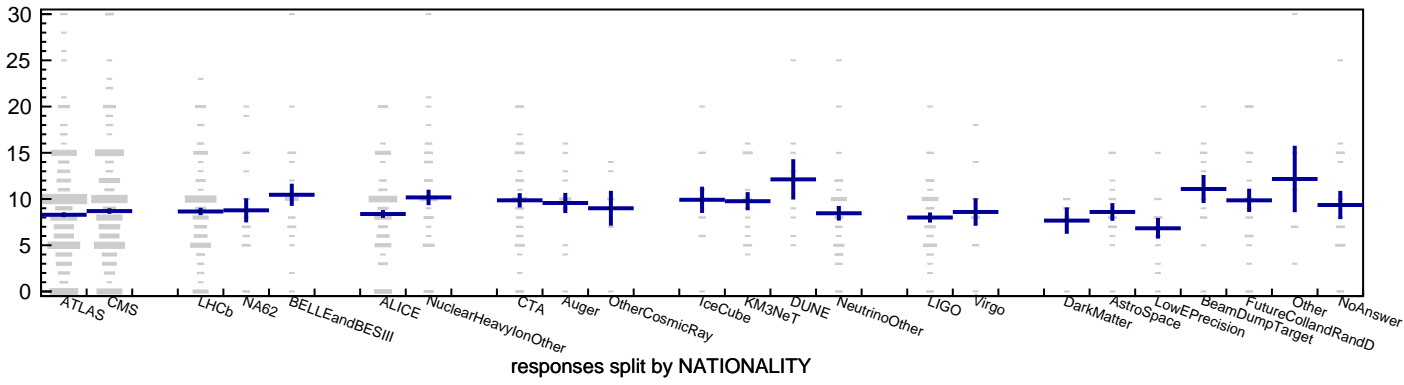
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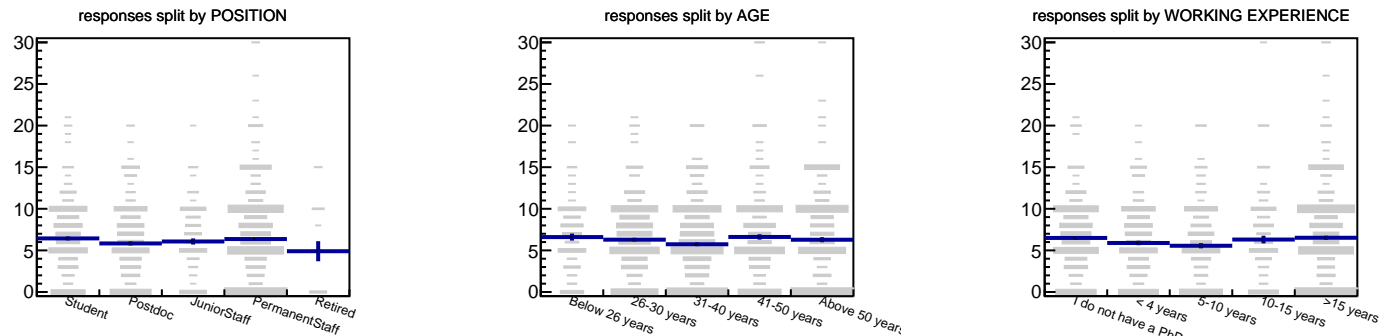
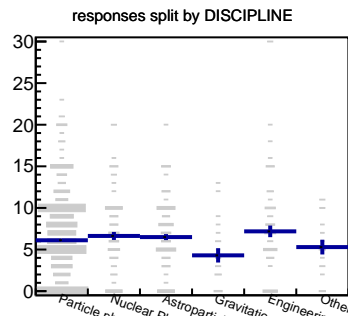
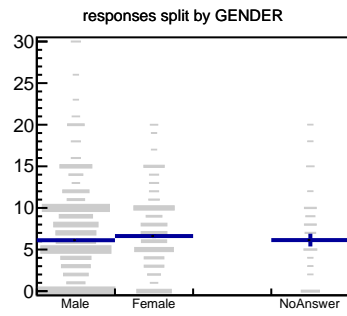
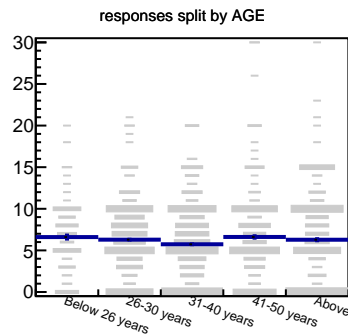
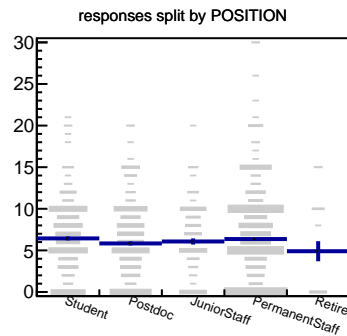
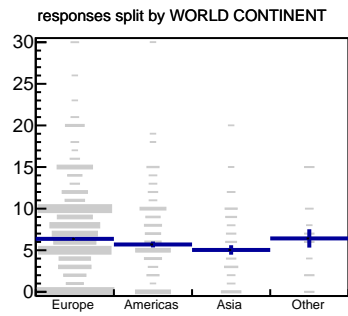
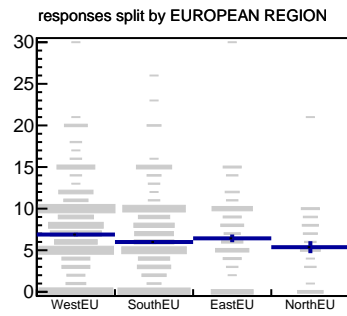
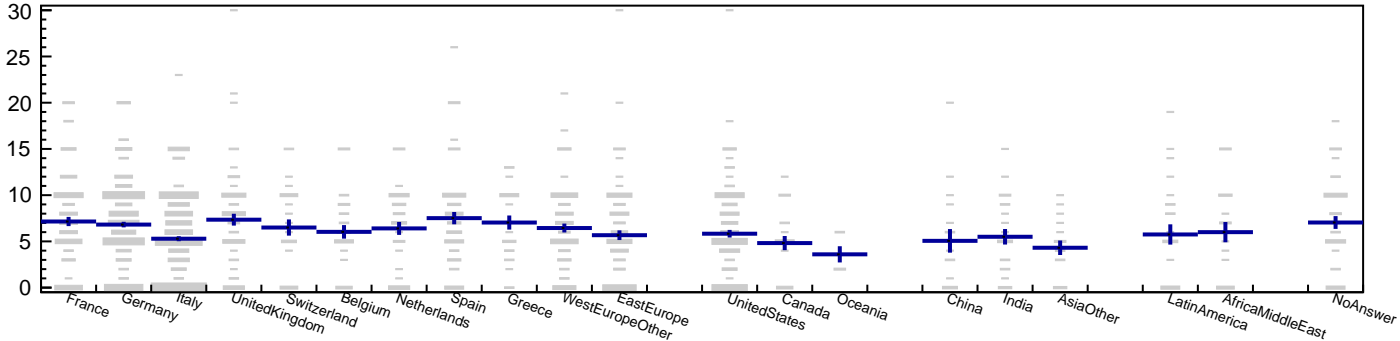
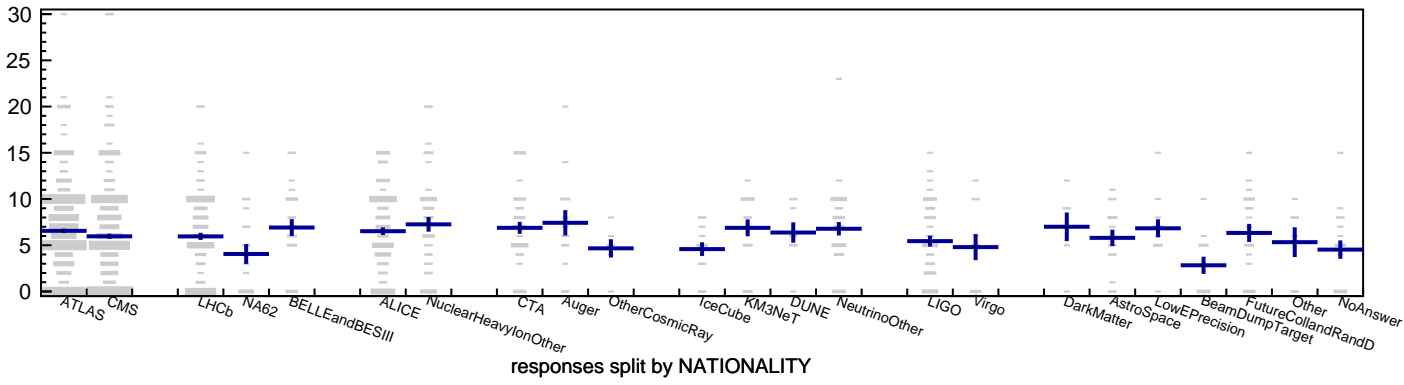
"Coins assigned to: My next job application or promotion" - by COLLABORATION



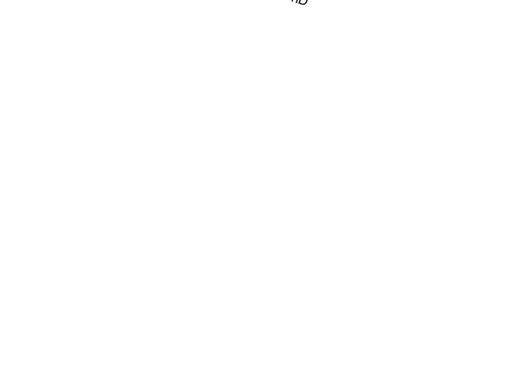
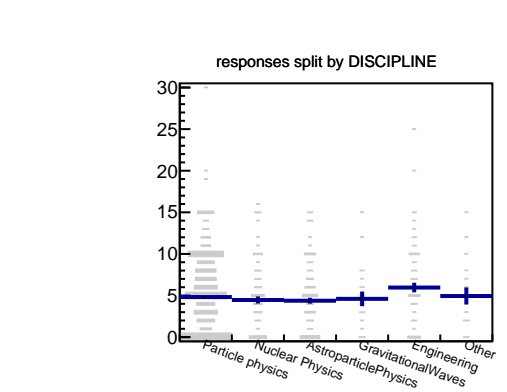
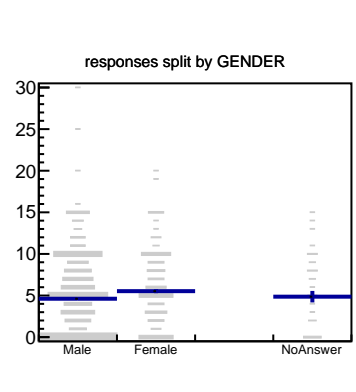
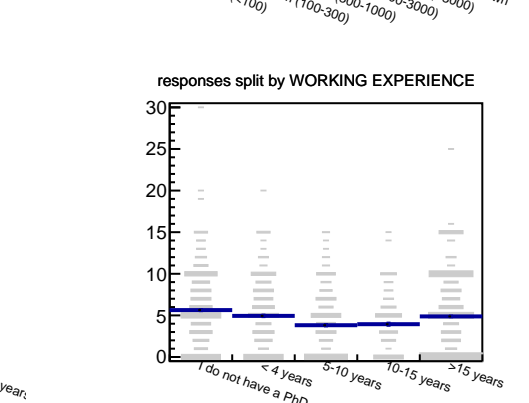
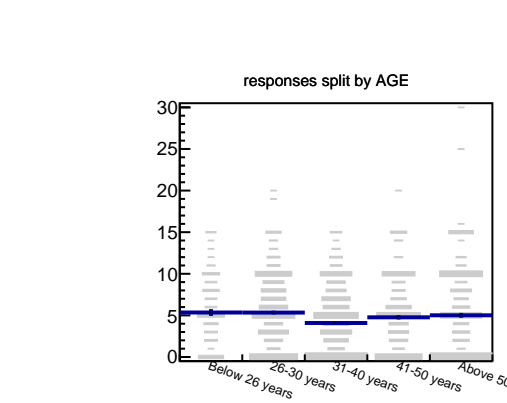
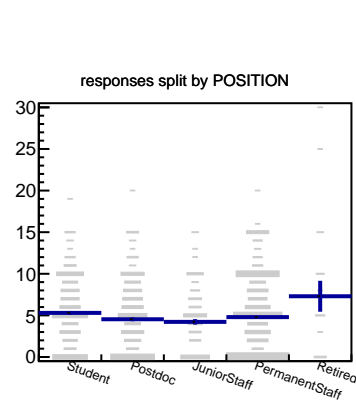
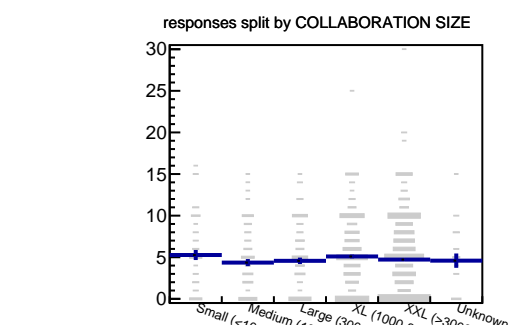
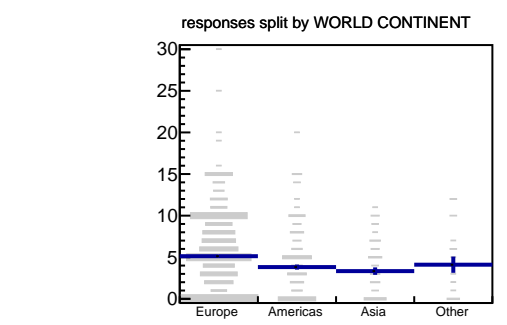
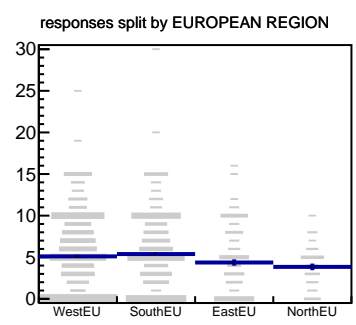
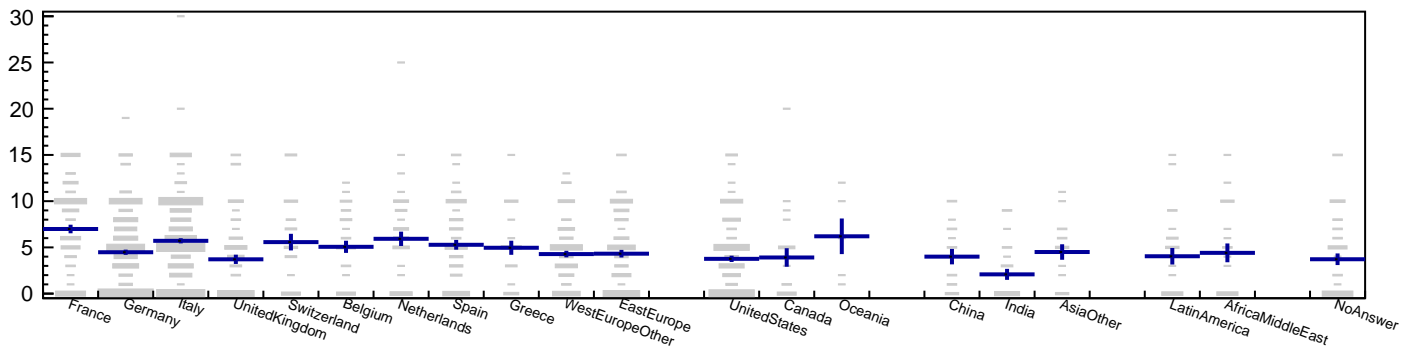
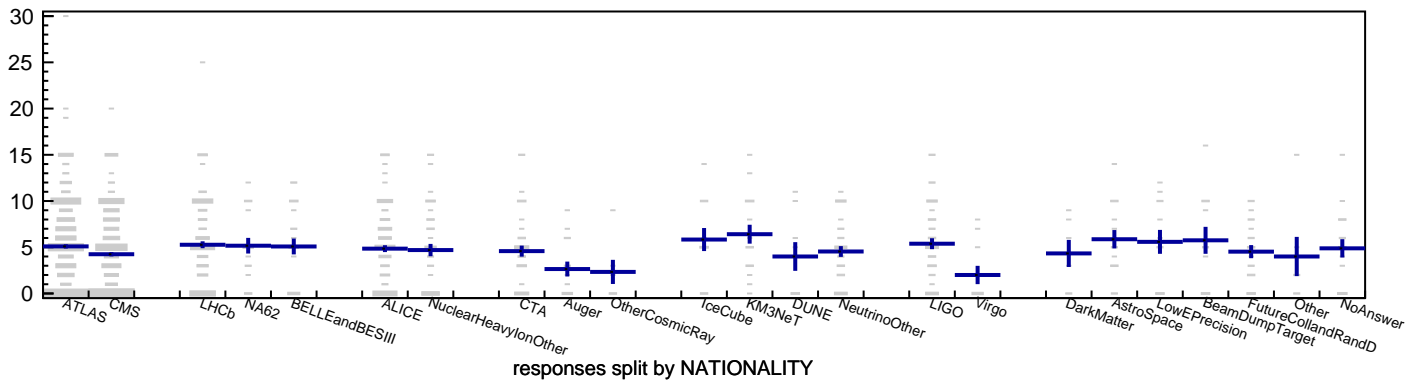
"Coins assigned to: My scientific reputation" - by COLLABORATION



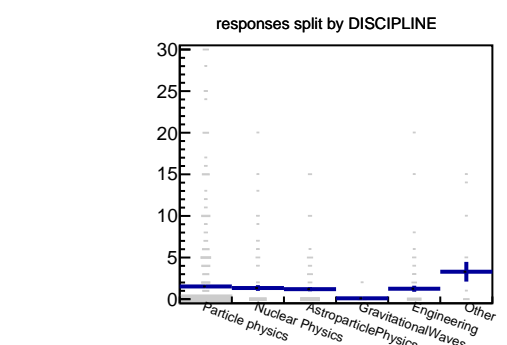
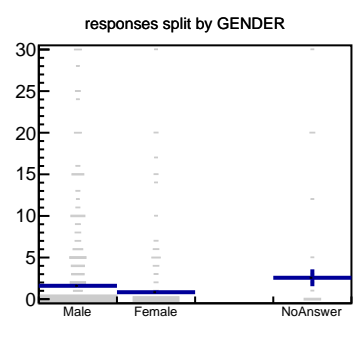
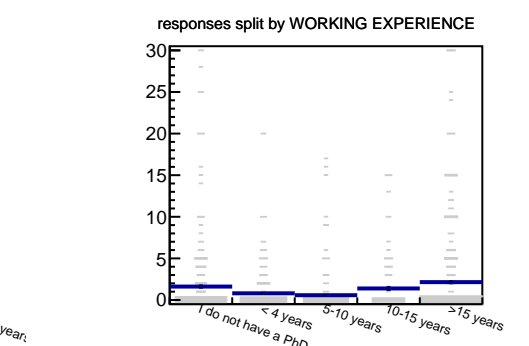
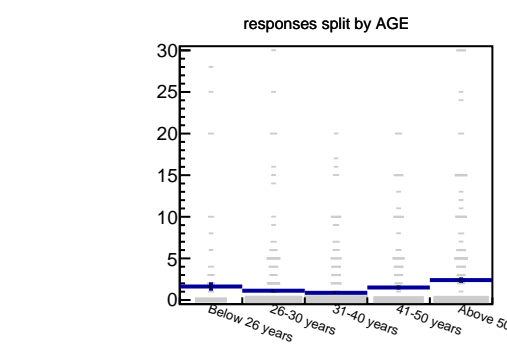
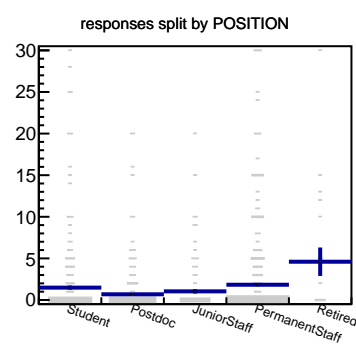
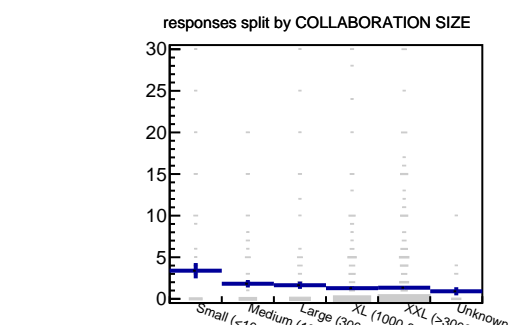
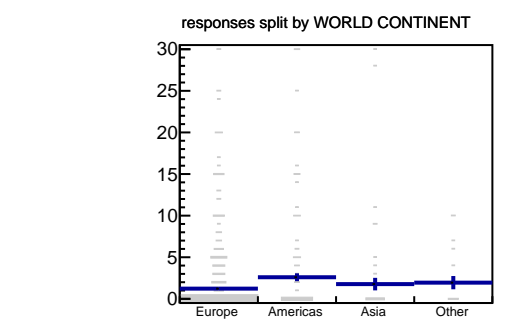
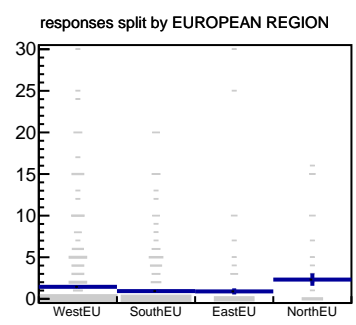
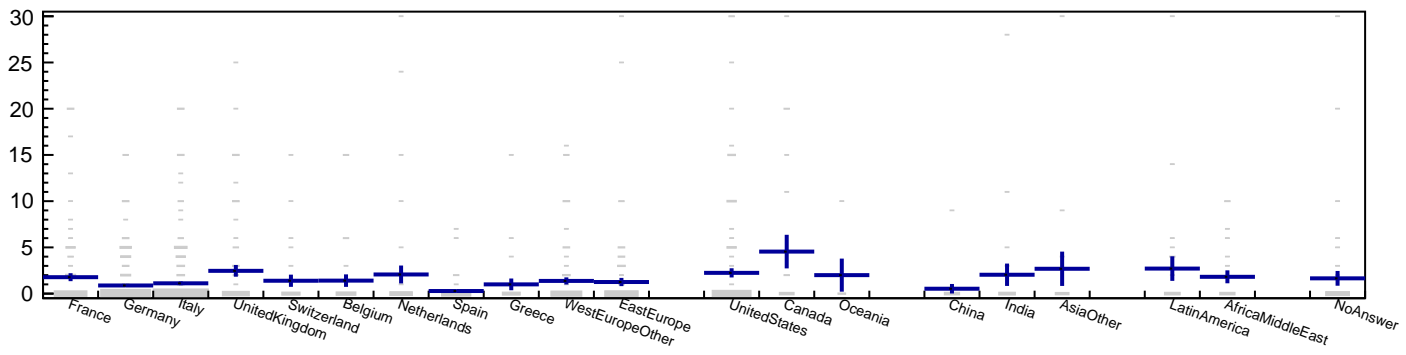
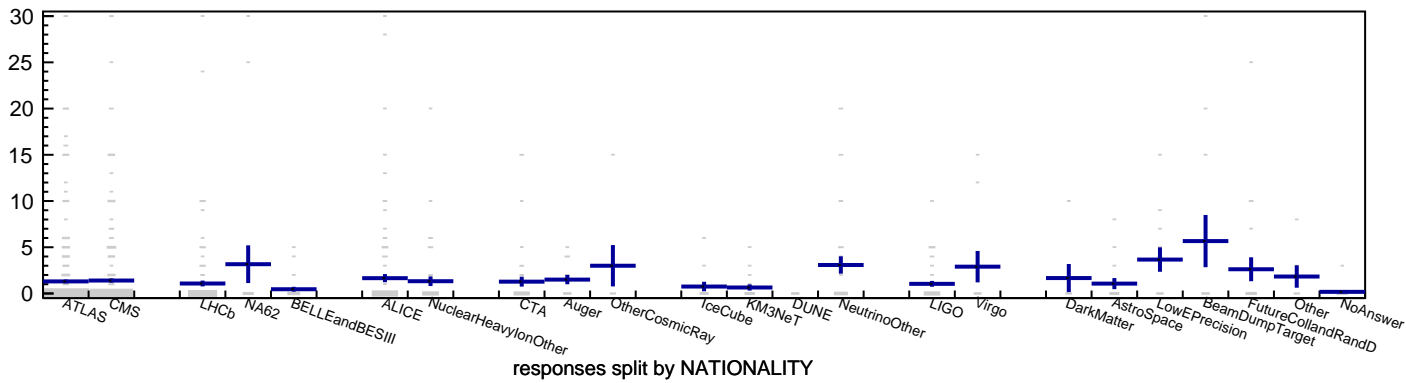
"Coins assigned to: Being treated fairly" - by COLLABORATION



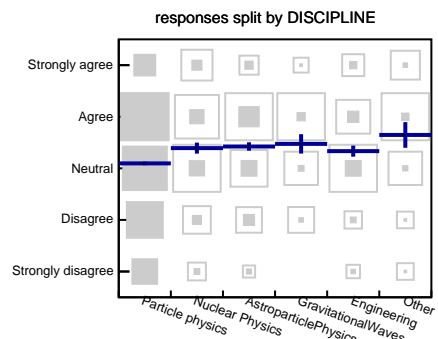
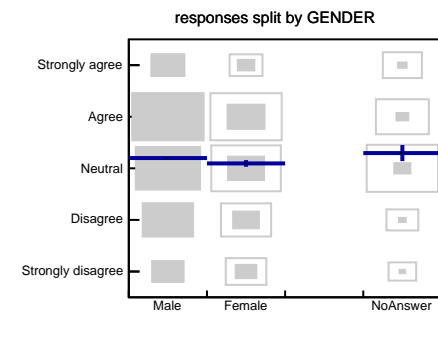
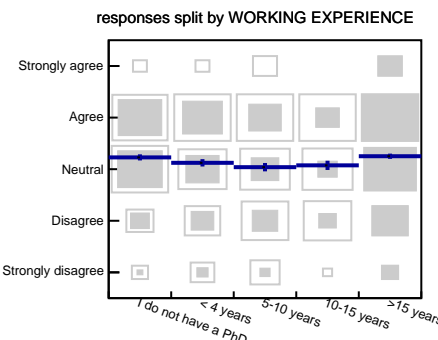
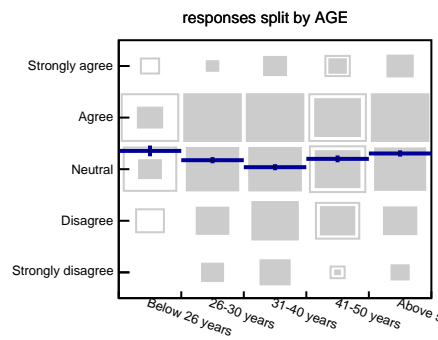
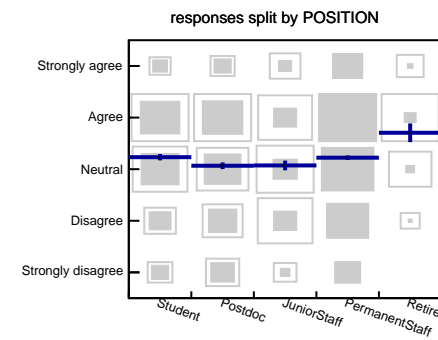
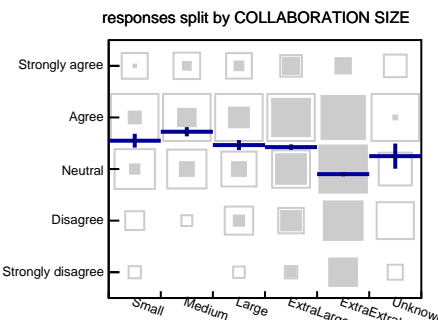
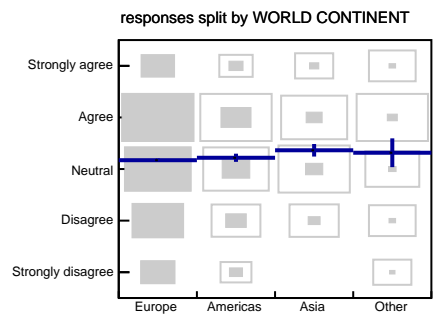
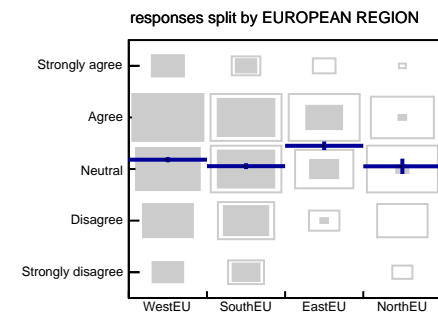
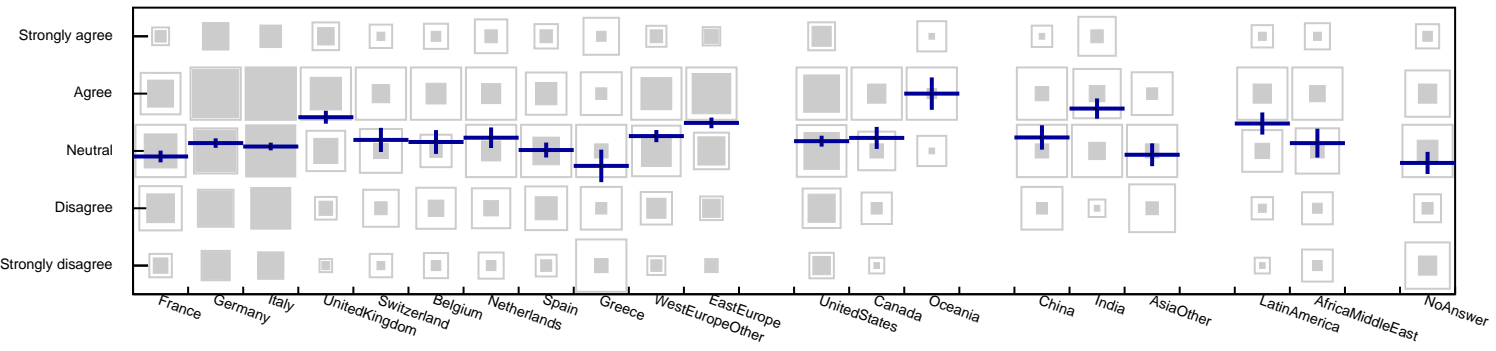
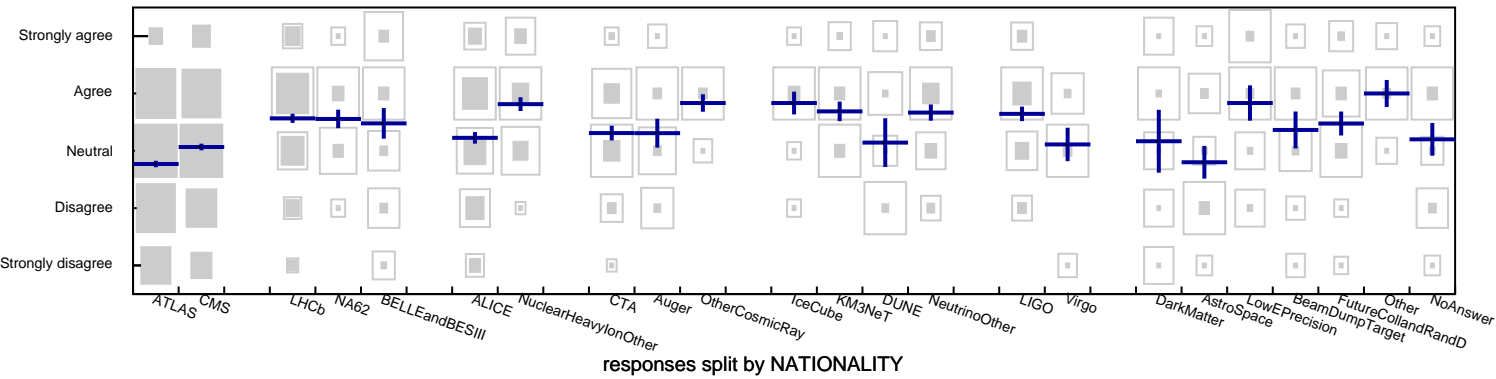
"Coins assigned to: Personal well-being" - by COLLABORATION



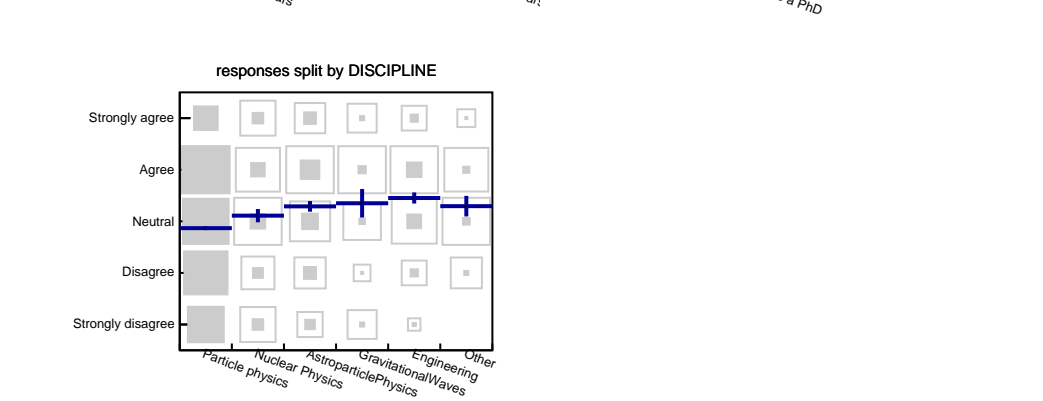
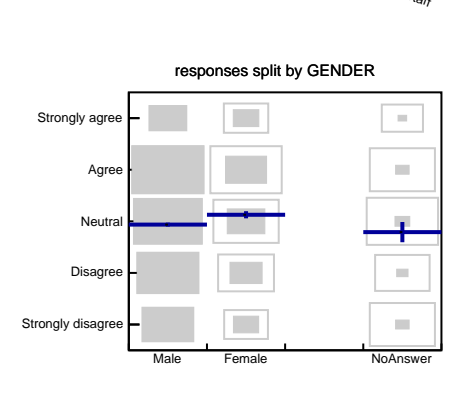
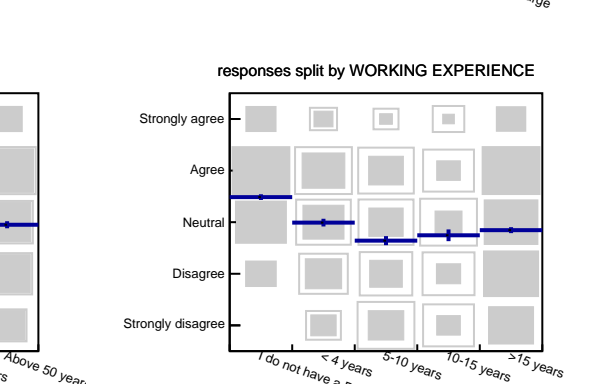
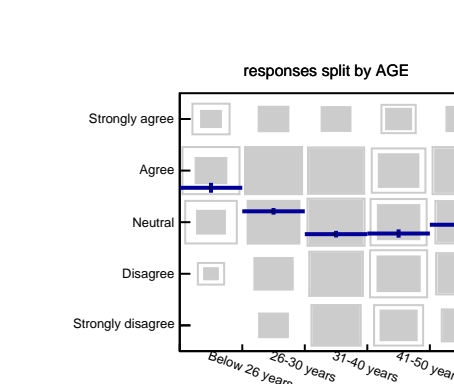
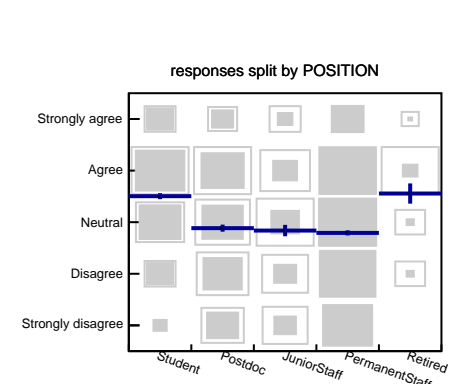
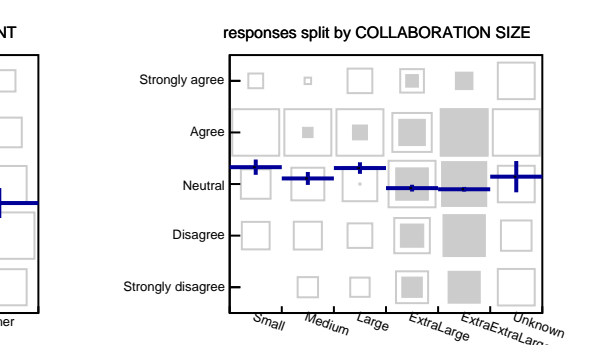
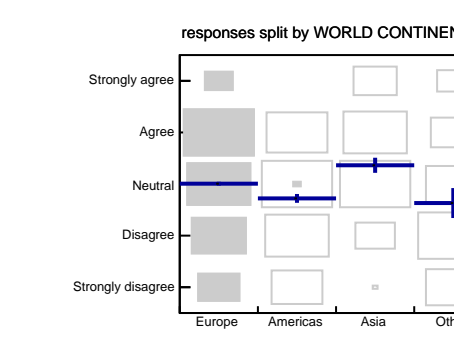
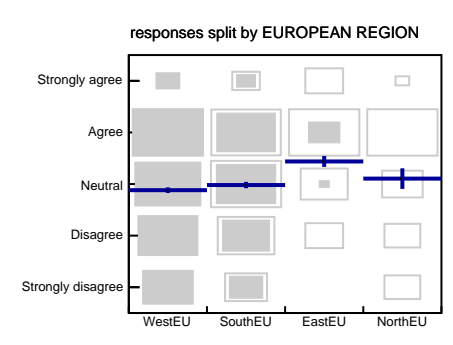
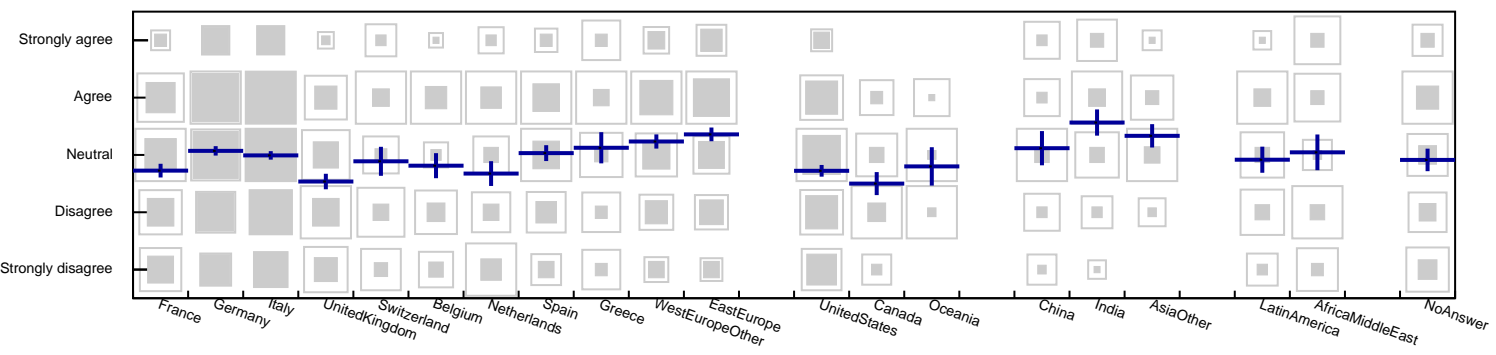
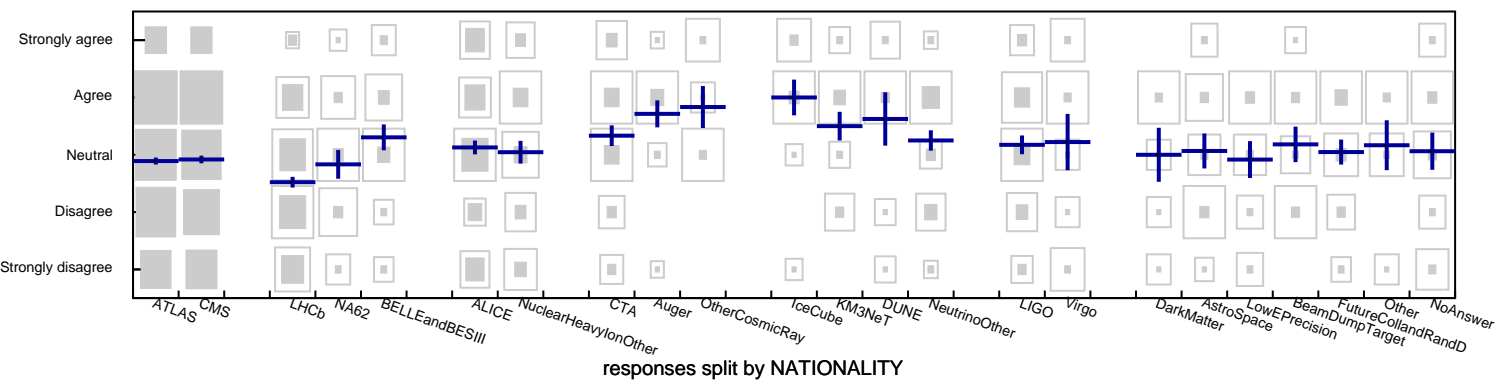
"Coins assigned to: Individual recognition is not important to me" - by COLLABORATION



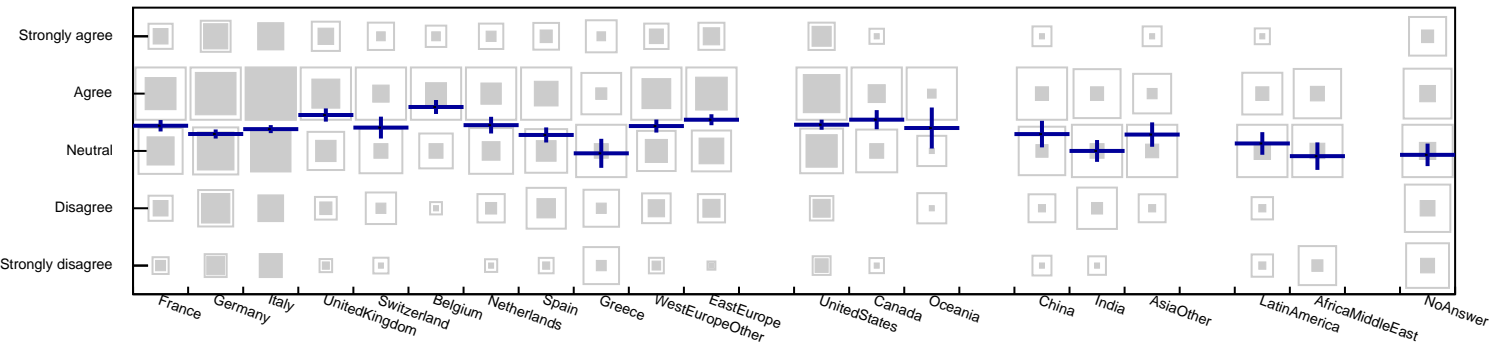
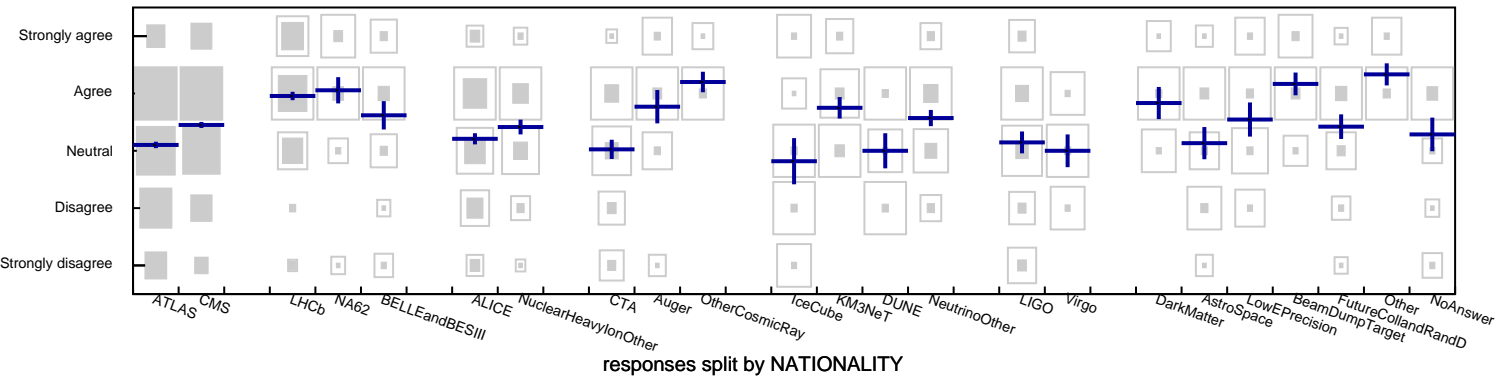
"The collaboration guidelines for speakers at conferences allow me to be creative and demonstrate my talents" - by COLLABORATION



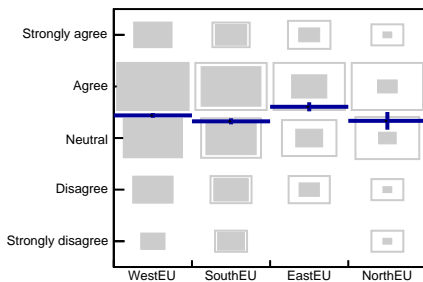
"Conference proceedings are important for my academic career" - by COLLABORATION



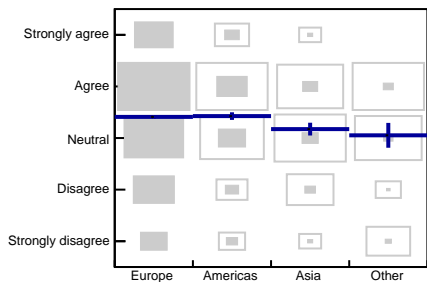
"Overall, I am allocated a fair number of conference talks on behalf of my collaboration" - by COLLABORATION



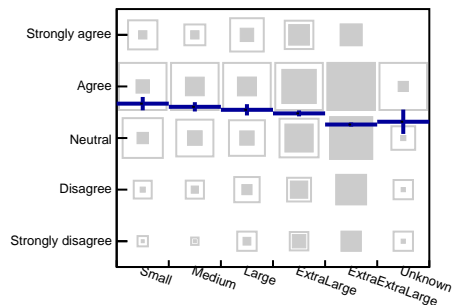
responses split by EUROPEAN REGION



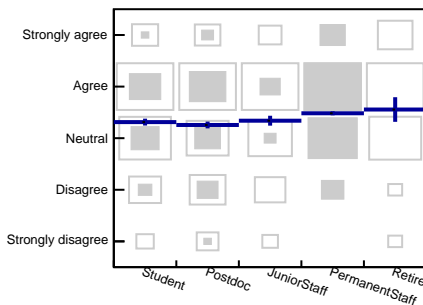
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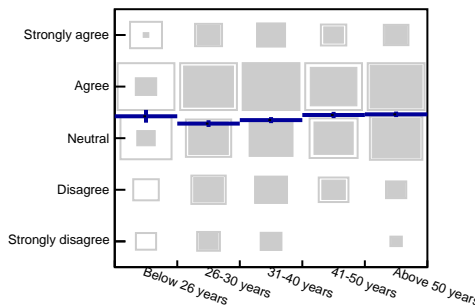
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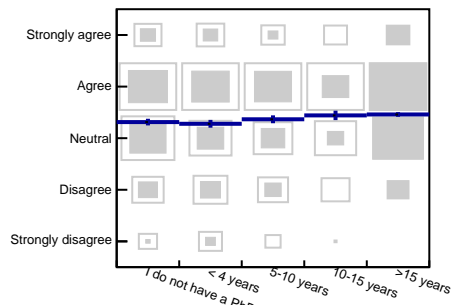
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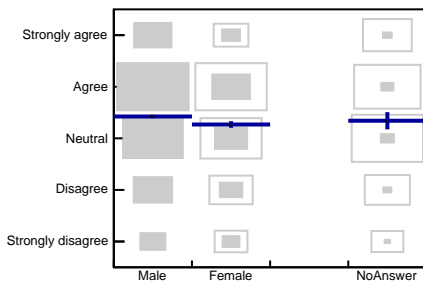
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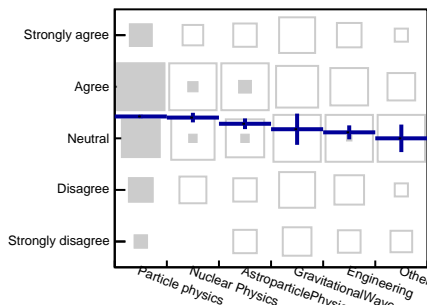
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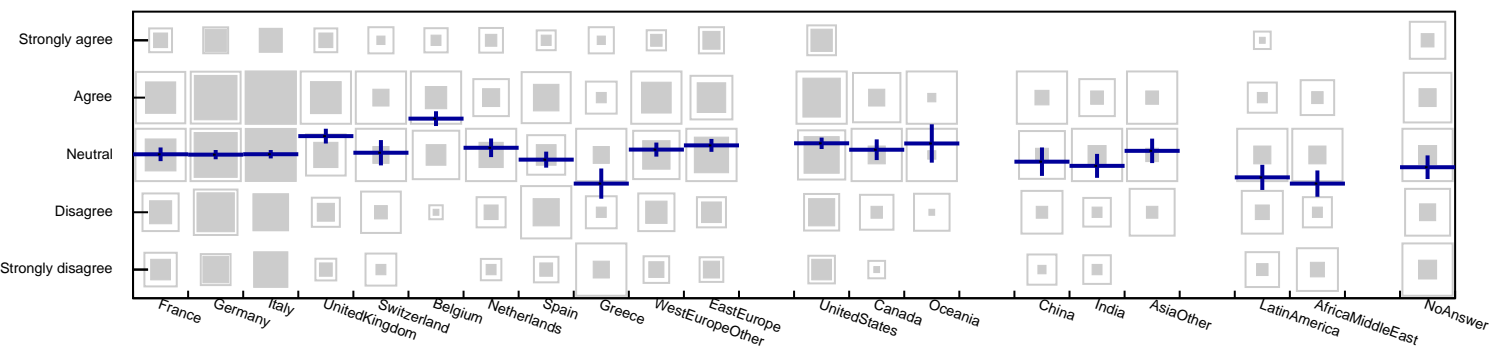
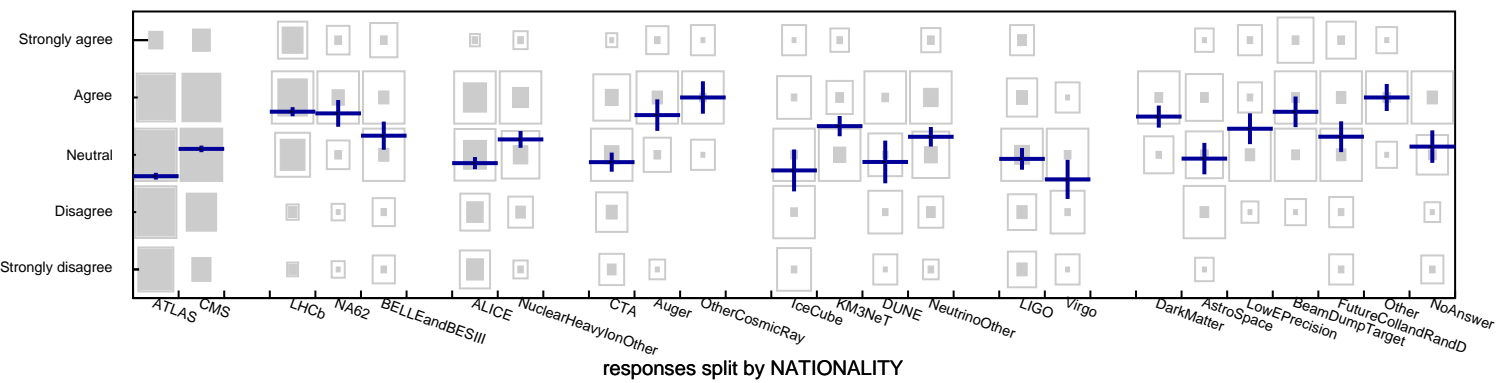
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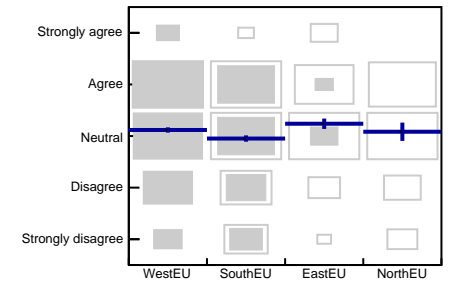
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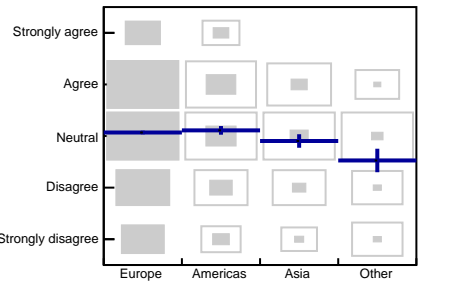
"Overall, I am allocated a fair number of talks at major conferences on behalf of my collaboration" - by COLLABORATION



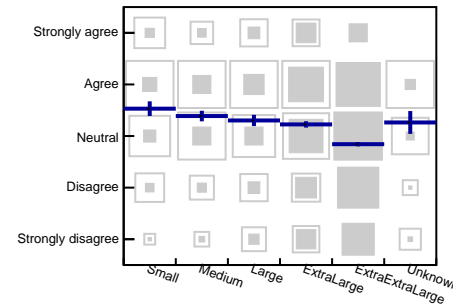
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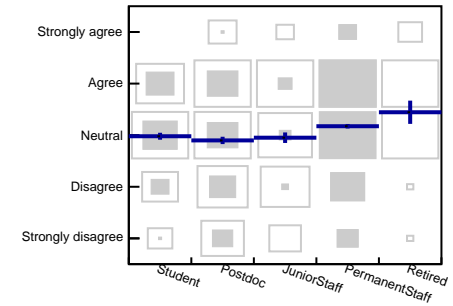
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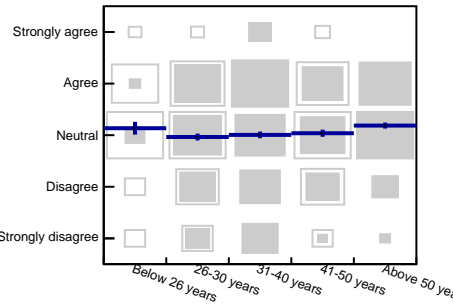
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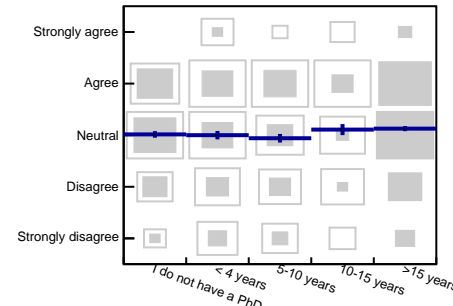
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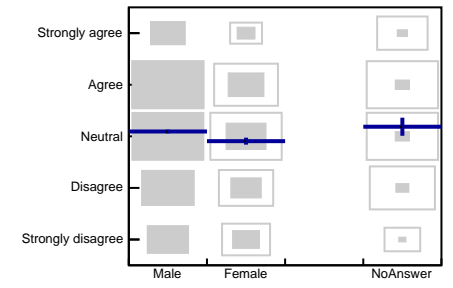
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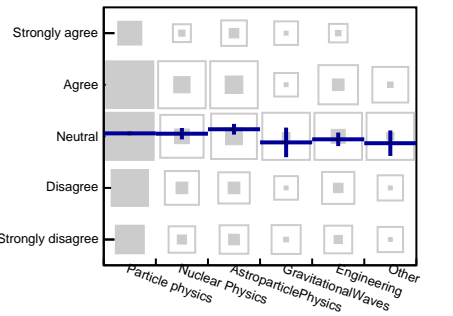
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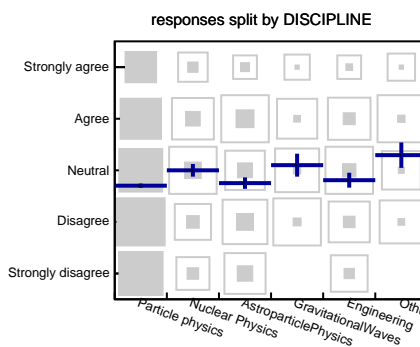
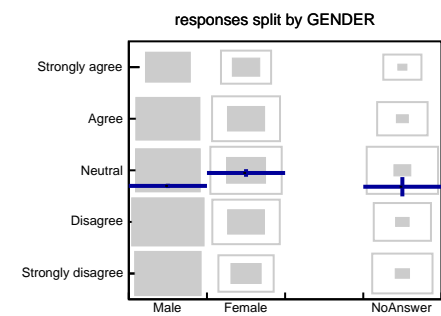
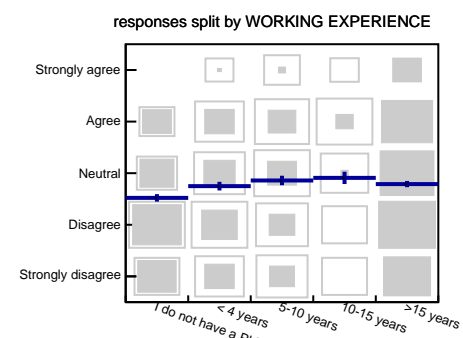
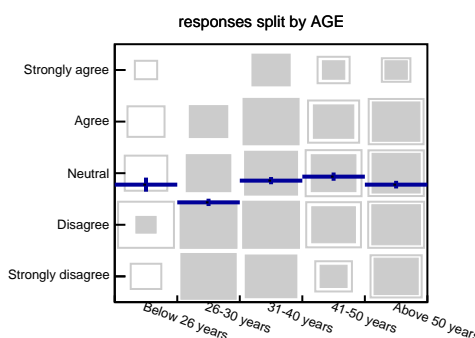
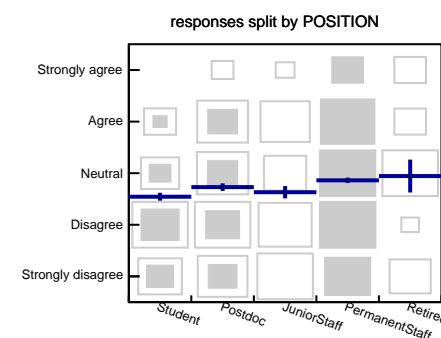
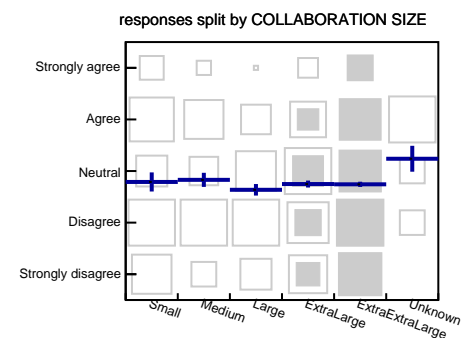
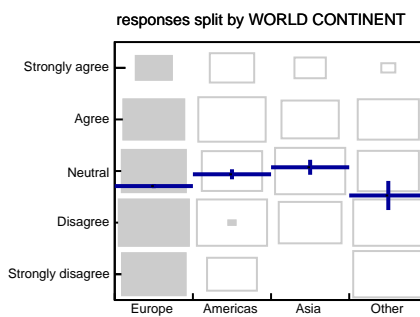
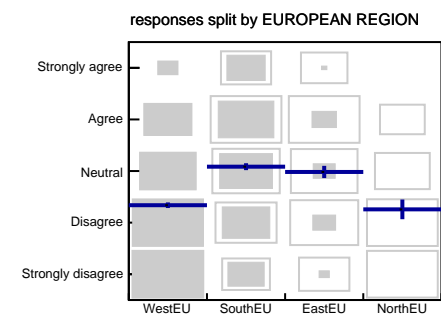
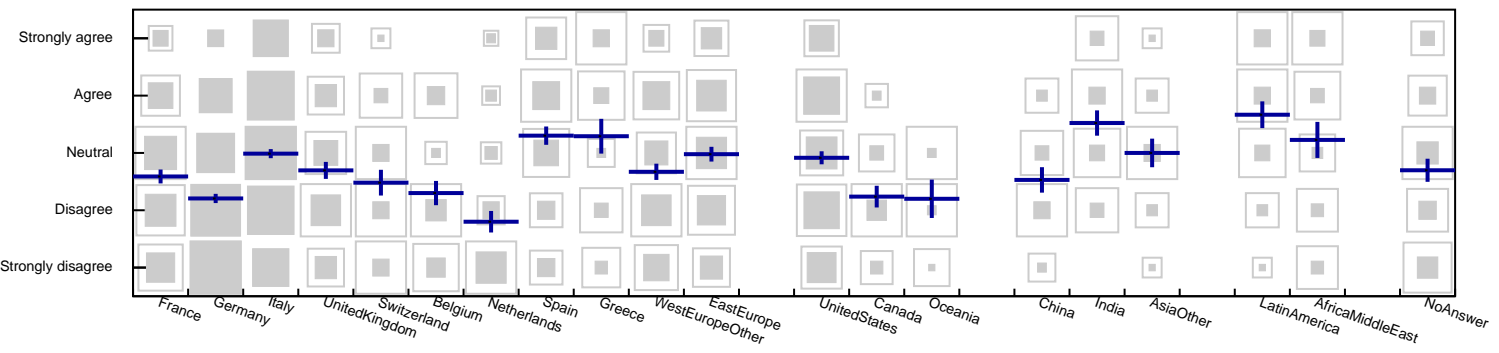
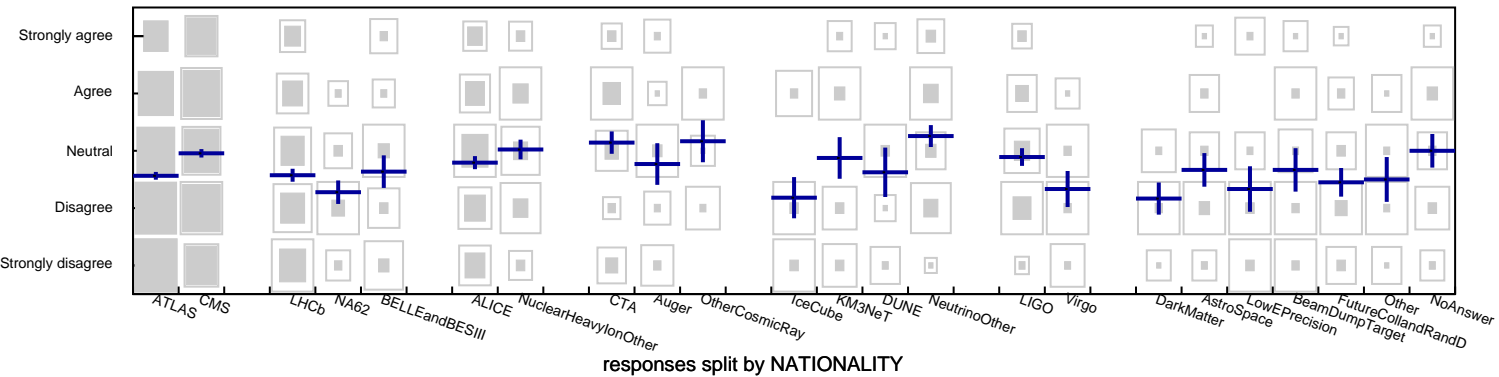
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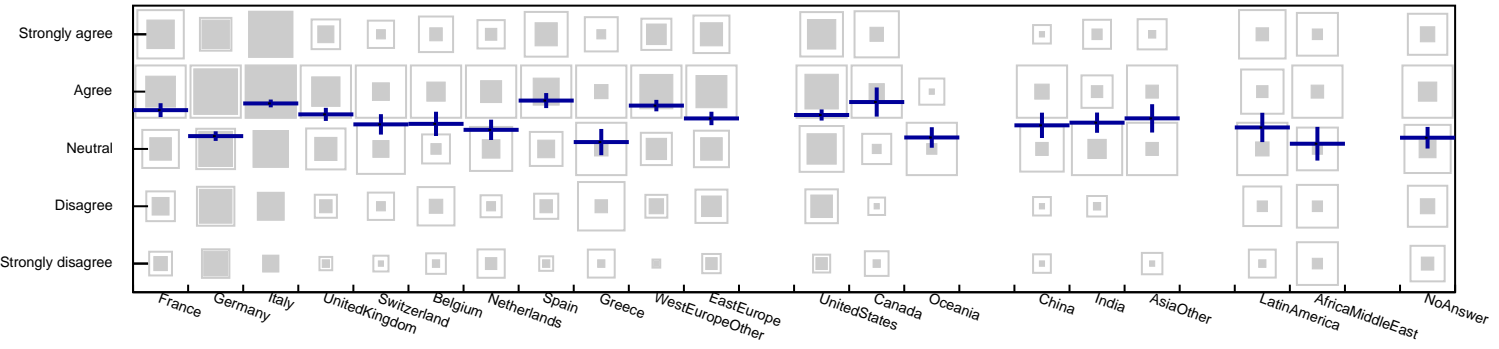
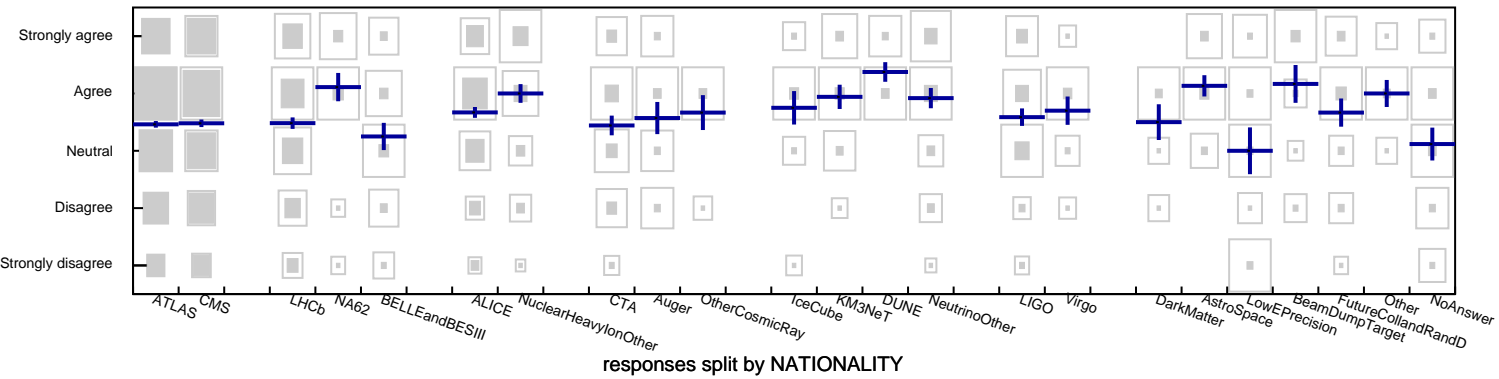
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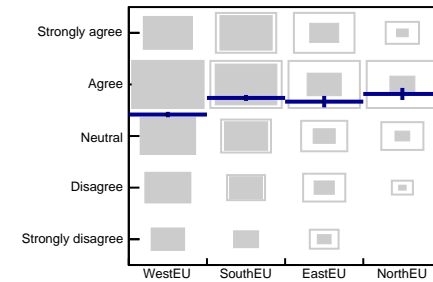
"I worry about financial issues for conference talks" - by COLLABORATION



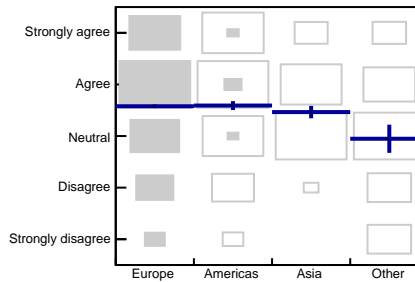
"For me it is important to be included as author of all collaboration-wide papers" - by COLLABORATION



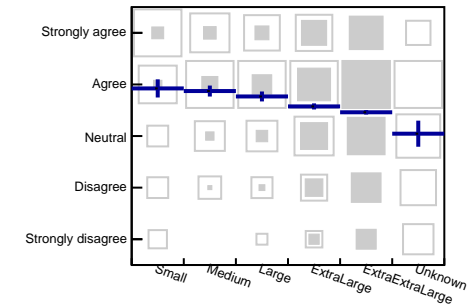
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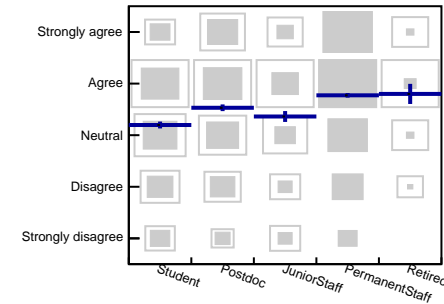
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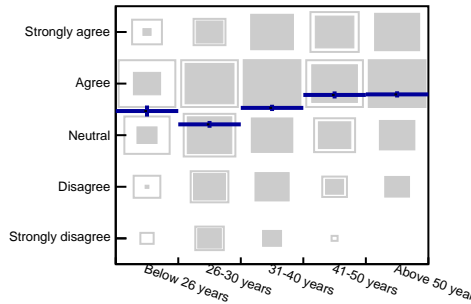
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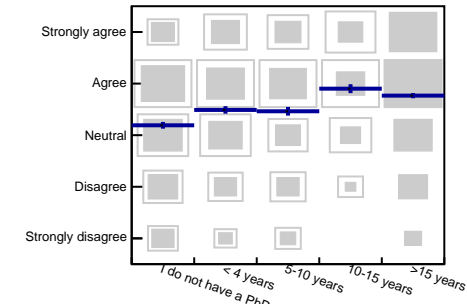
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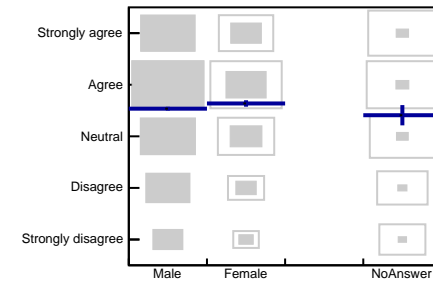
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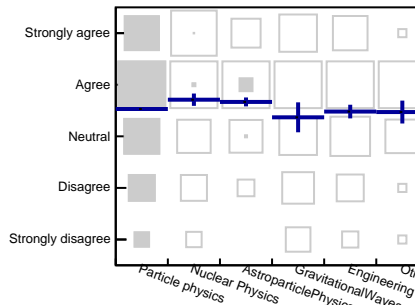
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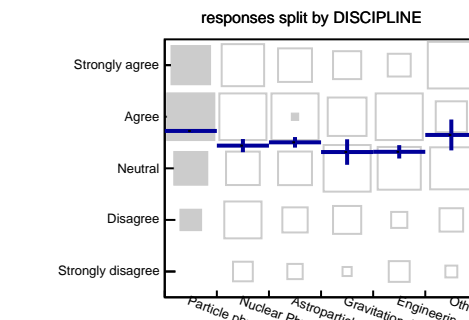
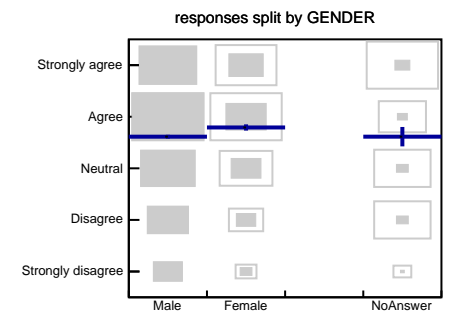
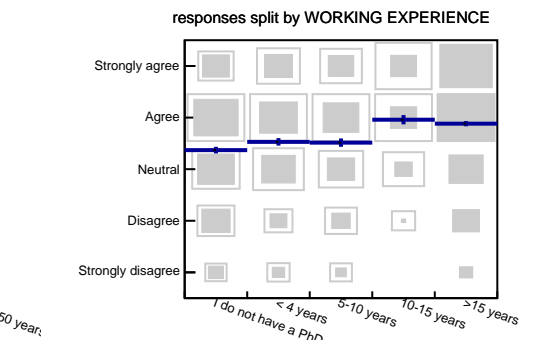
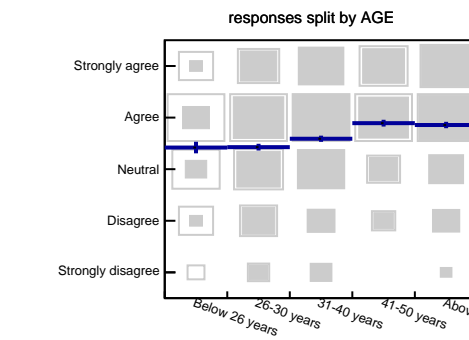
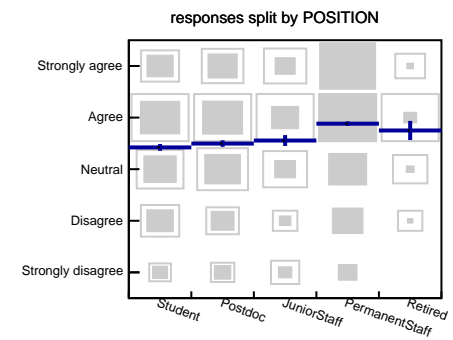
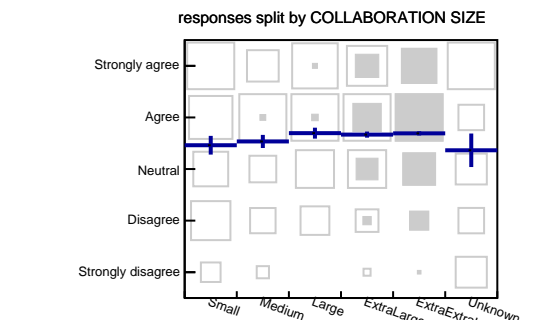
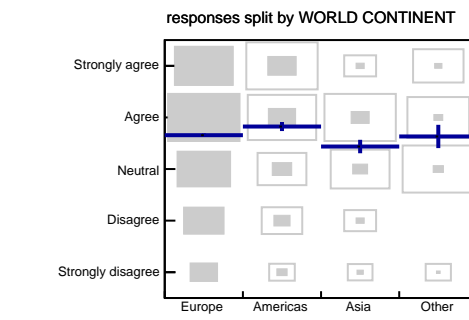
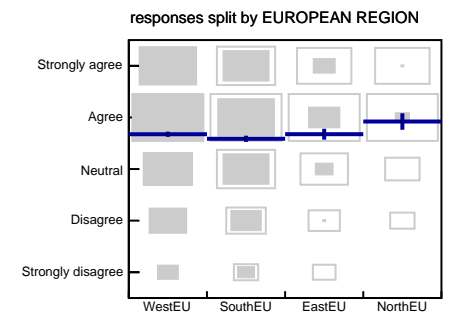
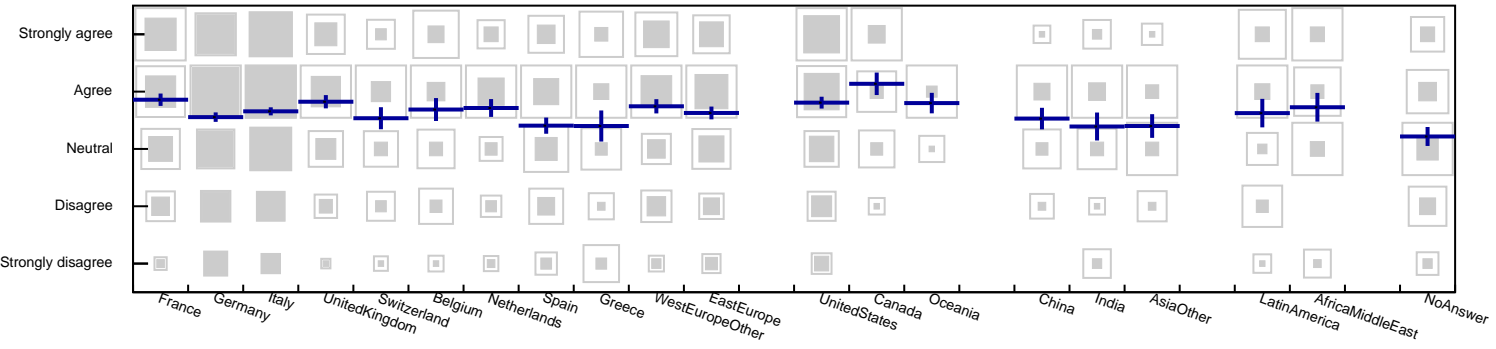
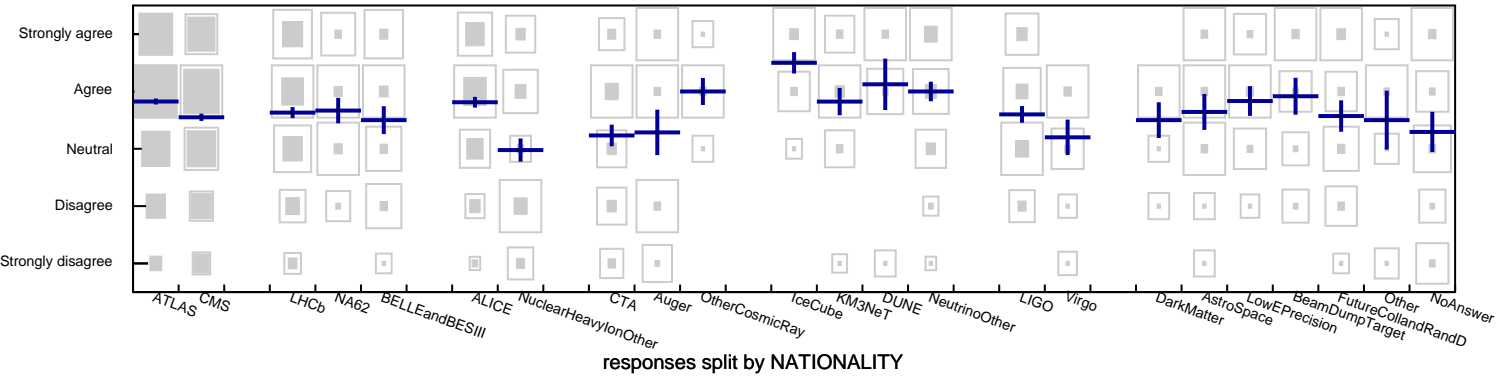
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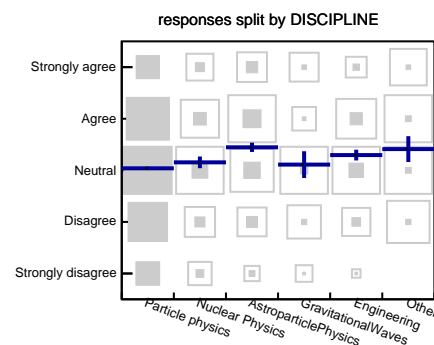
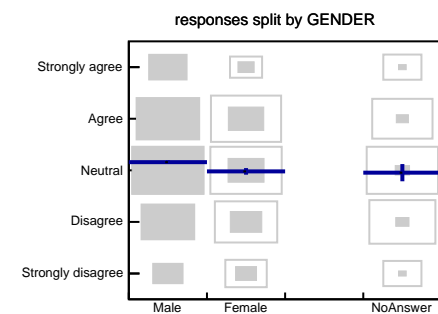
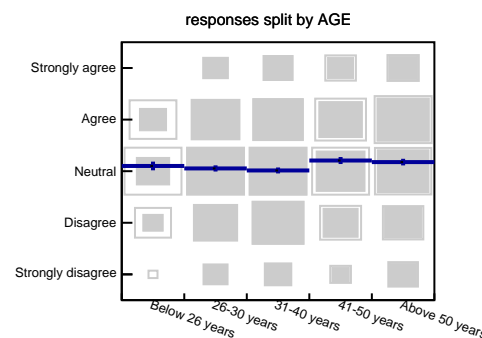
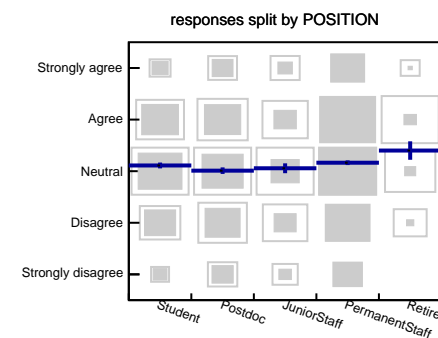
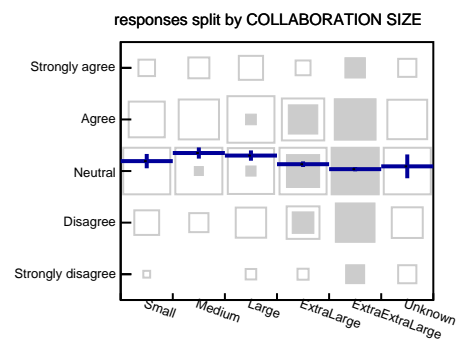
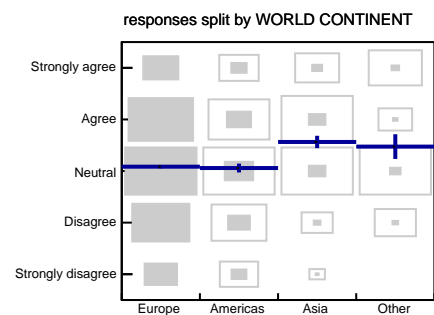
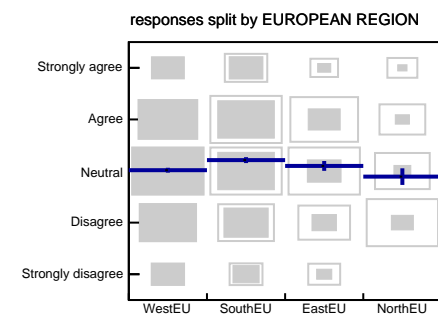
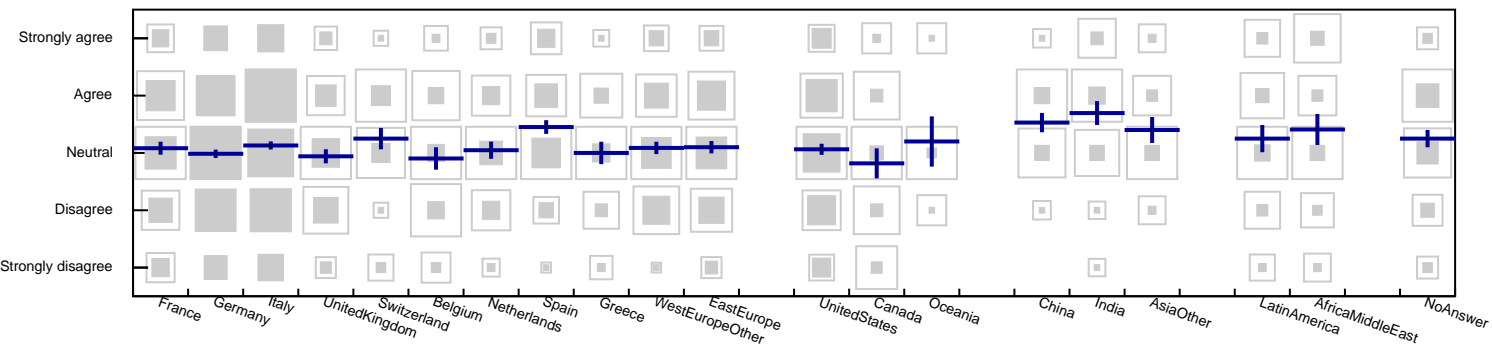
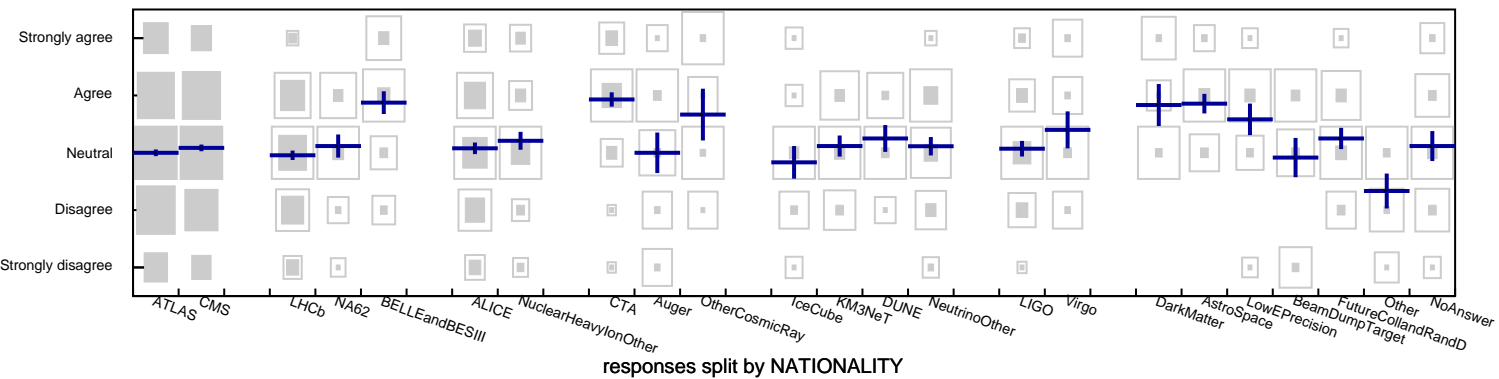
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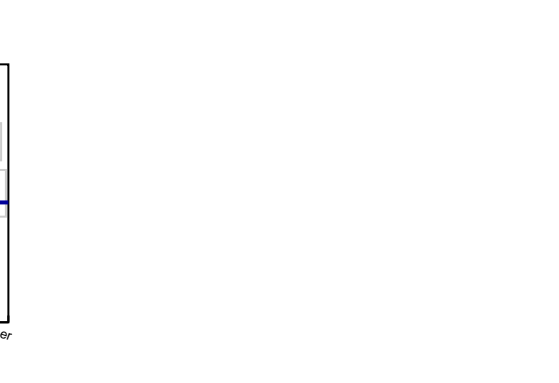
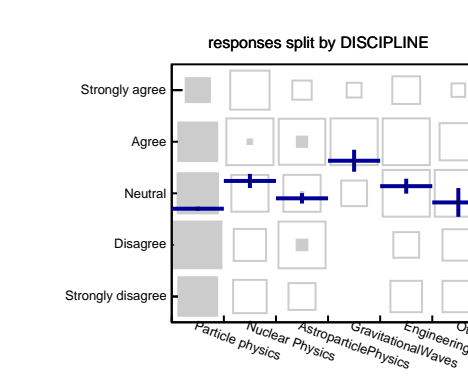
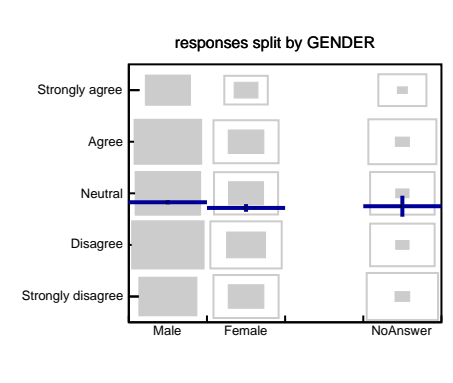
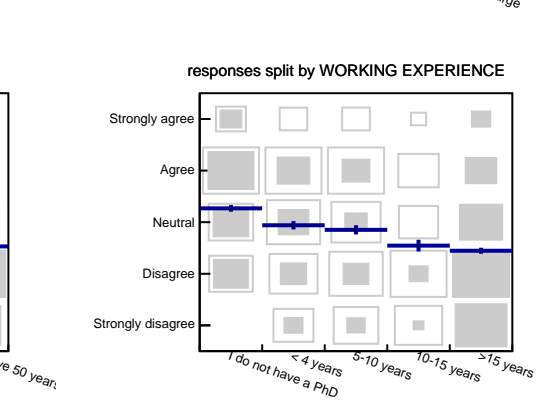
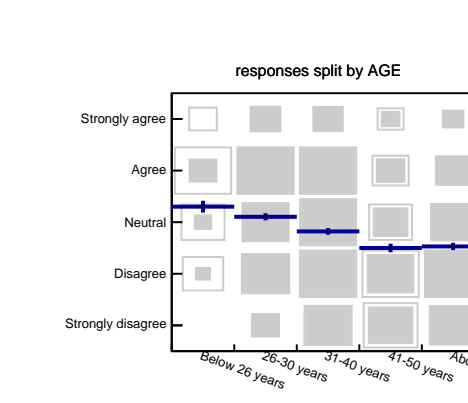
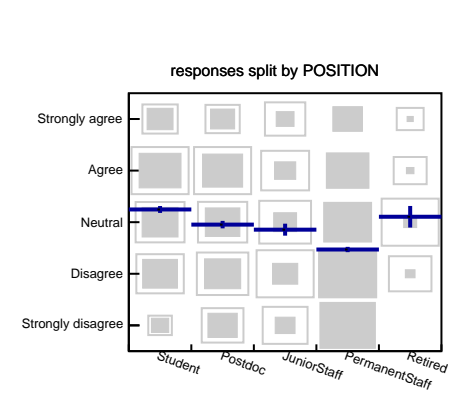
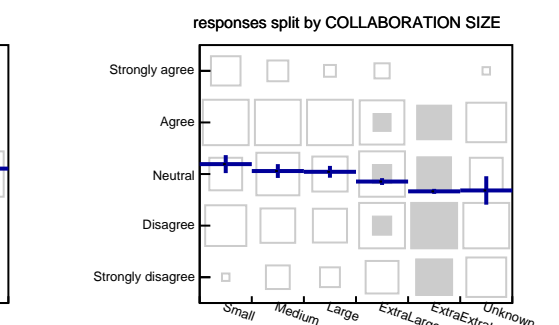
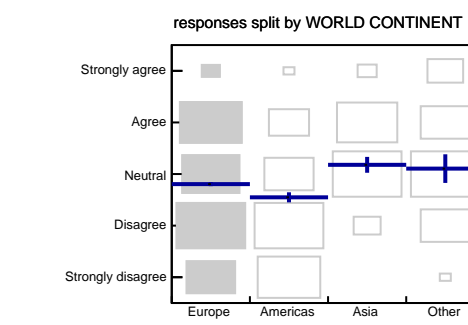
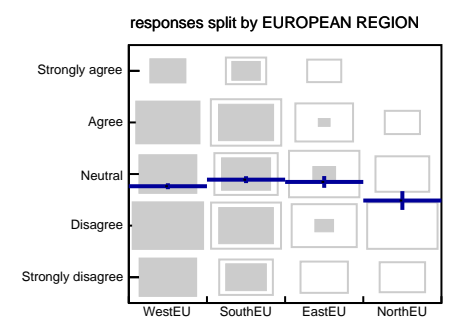
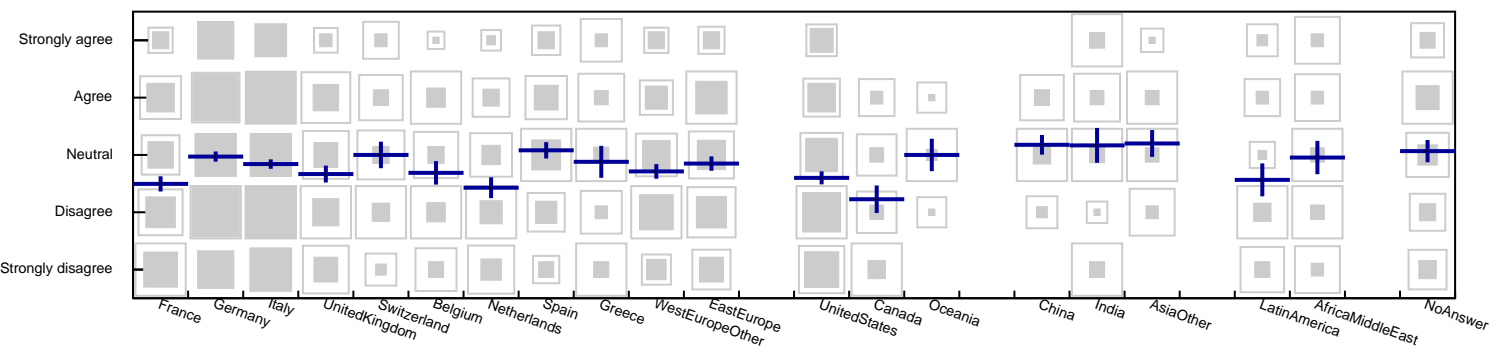
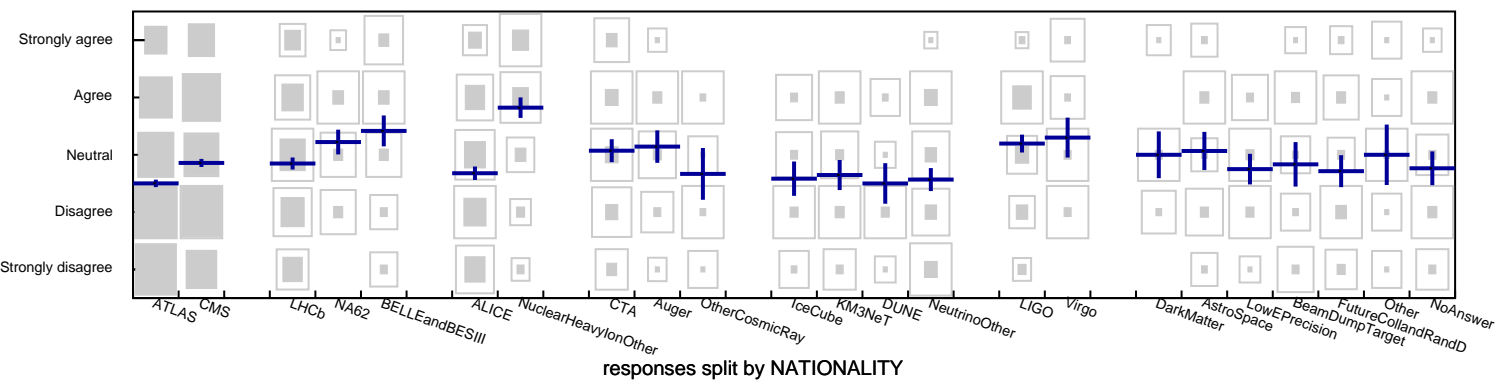
"I support the alphabetic listing of all members of the collaboration for each publication" - by COLLABORATION

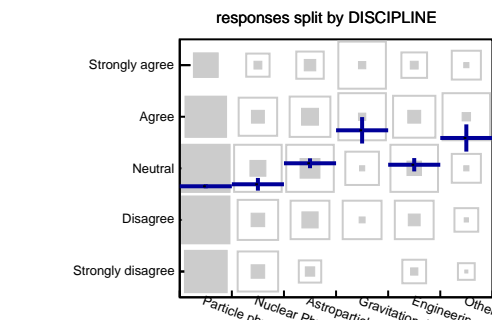
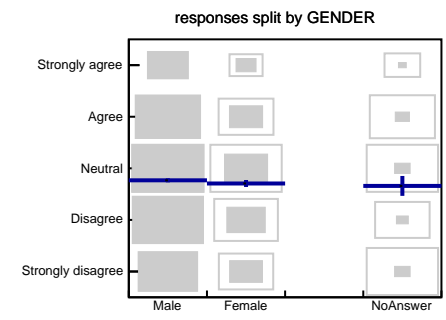
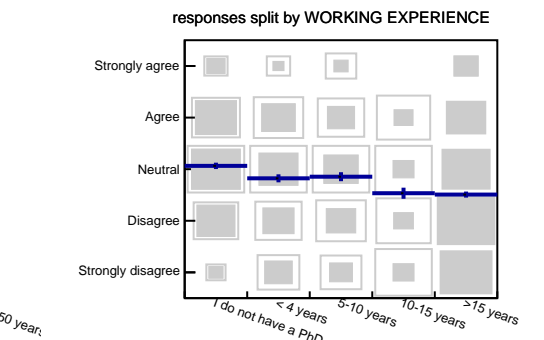
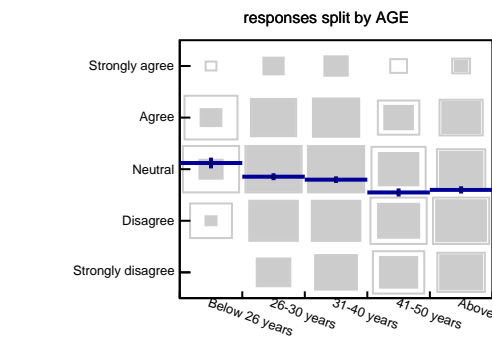
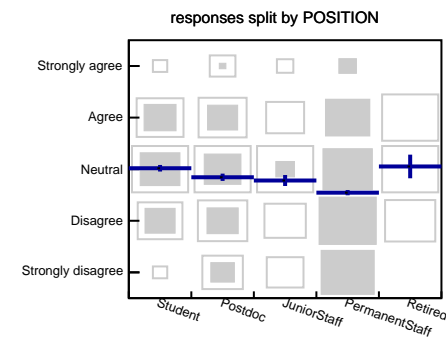
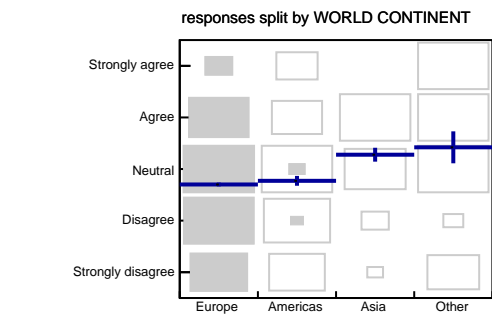
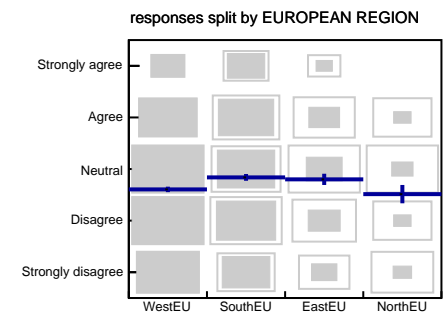
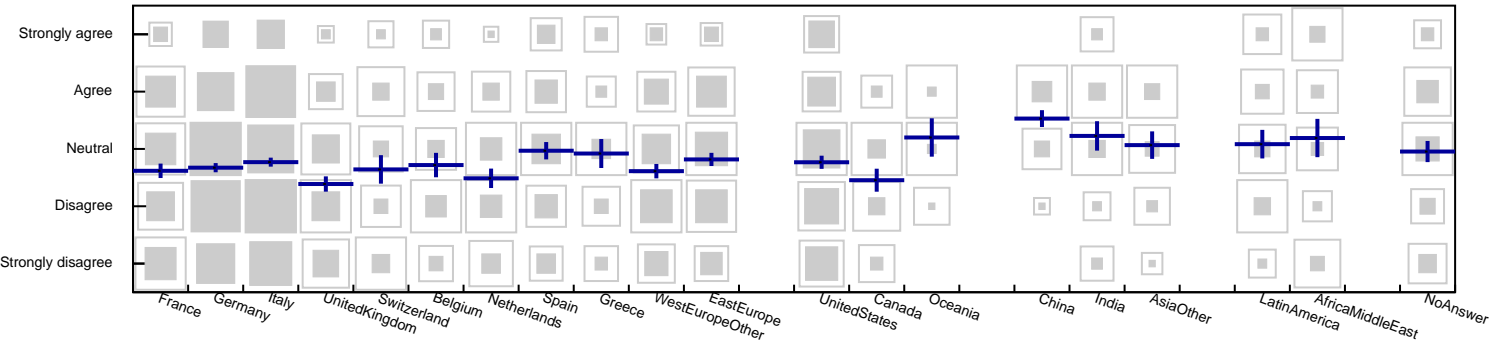
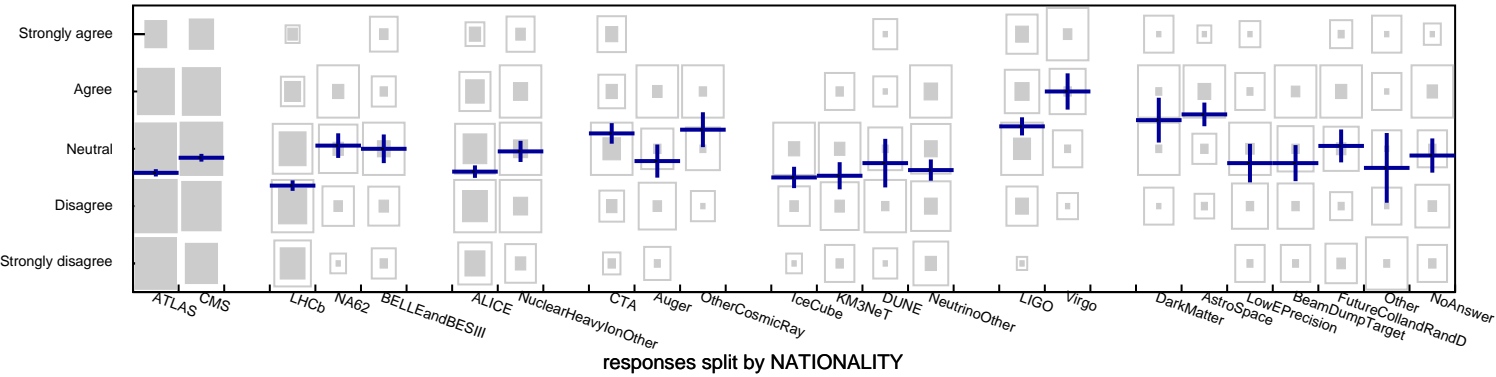


*Additional to the simple alphabetic listing, a sign-up system is to be added where each member of the collaboration can take the responsibility to sign a publication" - by COLLABORATION

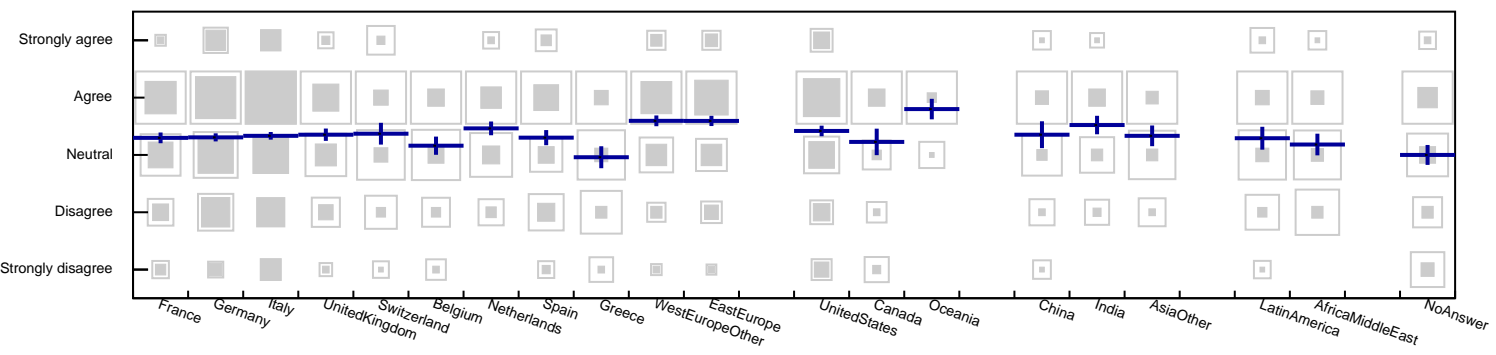
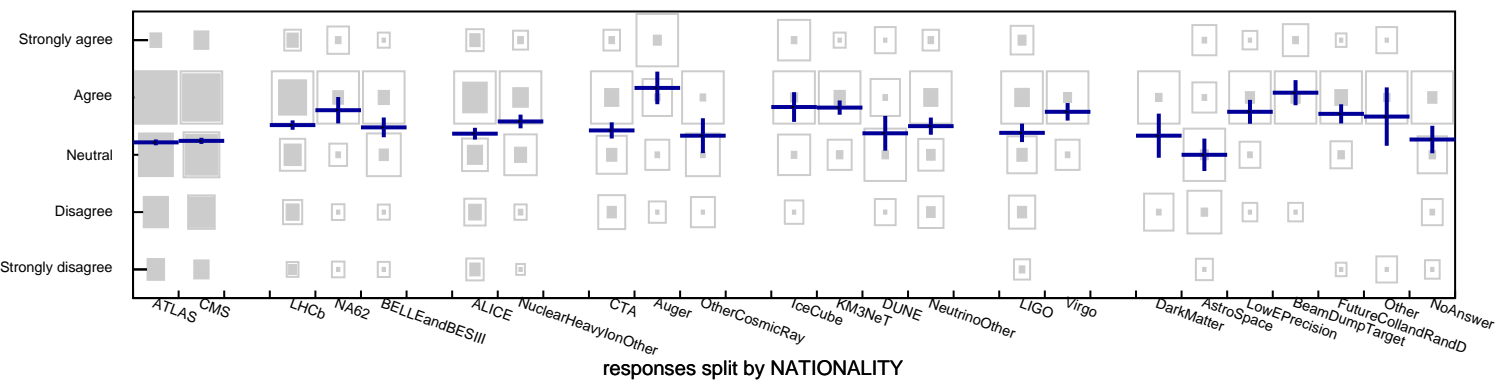


"Compared to the alphabetic listing, a better alternative would be a system using a first-author group" - by COLLABORATION

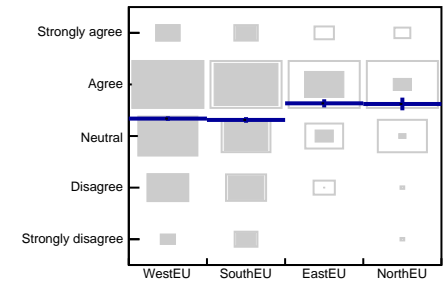




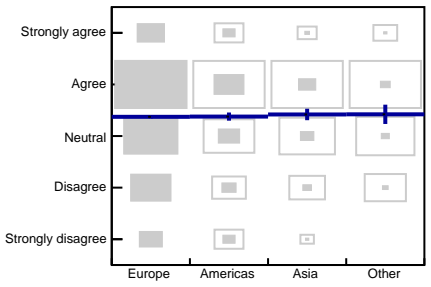
"I perceive the assignment of positions with responsibility in my collaboration (e.g. conveners) as fair" - by COLLABORATION



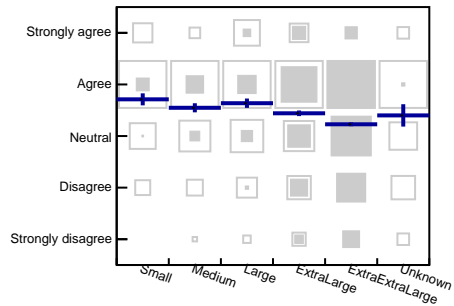
responses split by EUROPEAN REGION



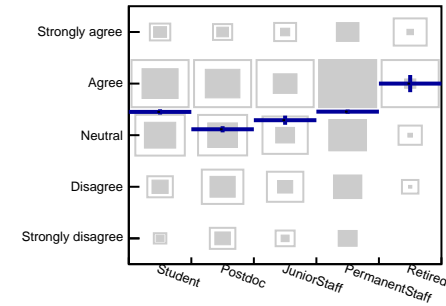
responses split by WORLD CONTINENT



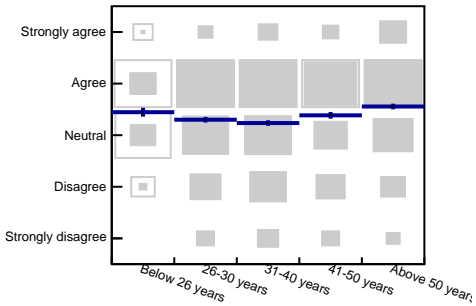
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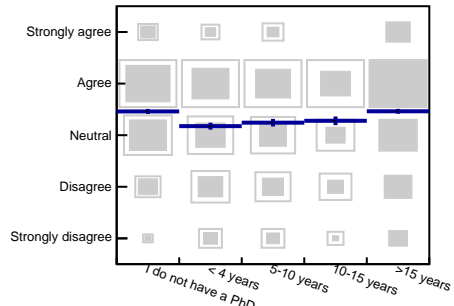
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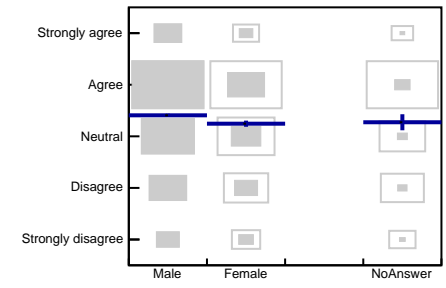
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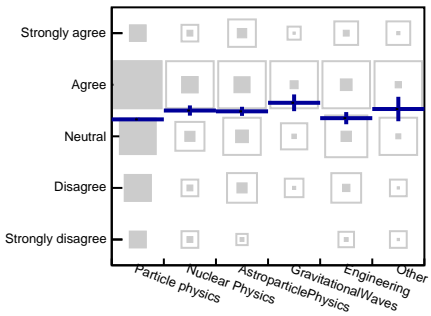
responses split by WORKING EXPERIENCE



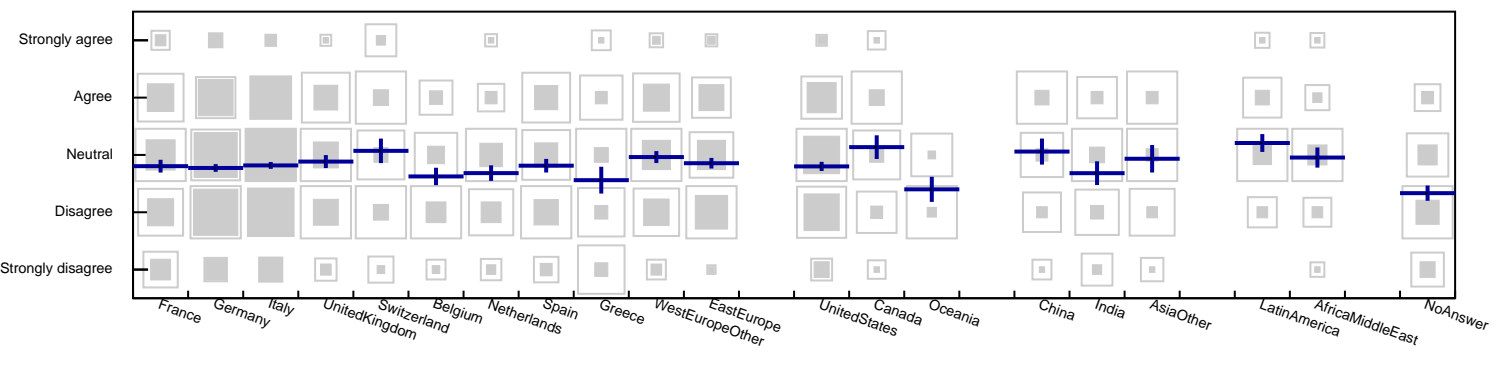
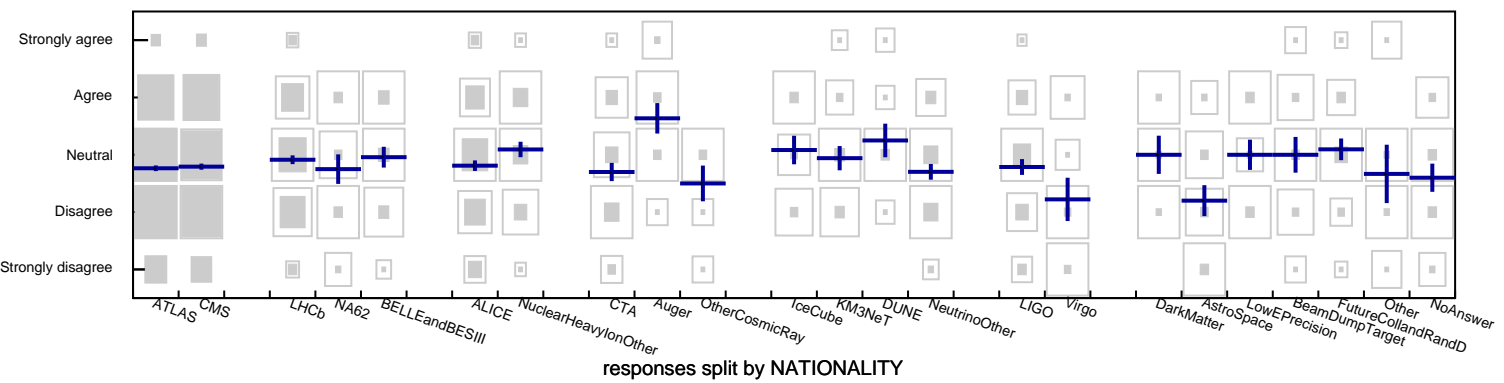
responses split by GENDER



responses split by DISCIPLINE



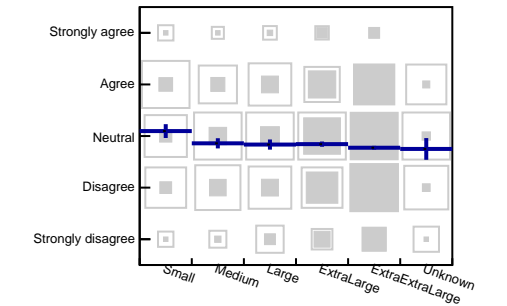
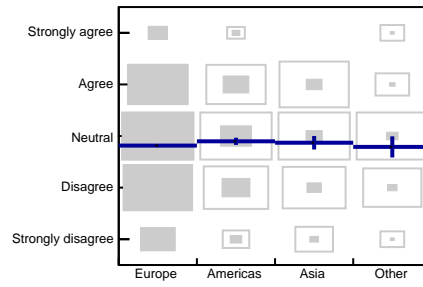
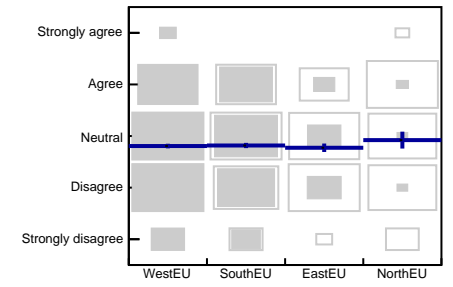
"I perceive that the profiles of positions with responsibility are well known outside my collaboration" - by COLLABORATION



responses split by EUROPEAN REGION

responses split by WORLD CONTINENT

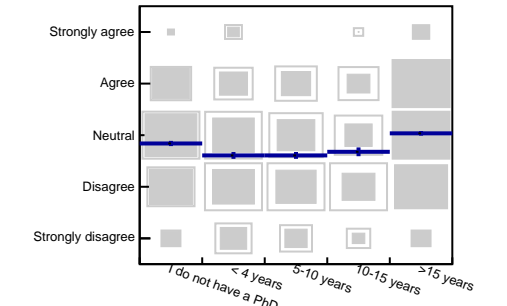
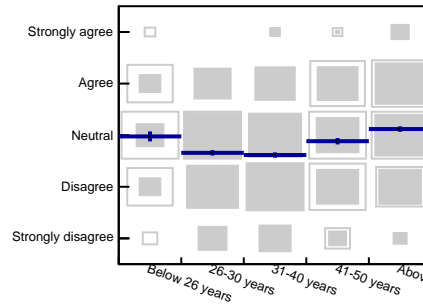
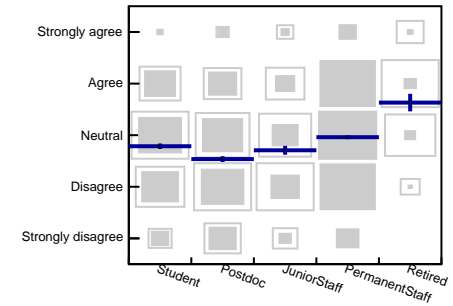
responses split by COLLABORATION SIZE



responses split by POSITION

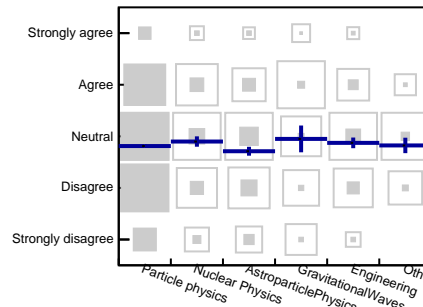
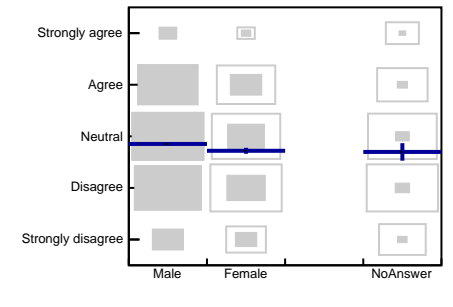
responses split by AGE

responses split by WORKING EXPERIENCE

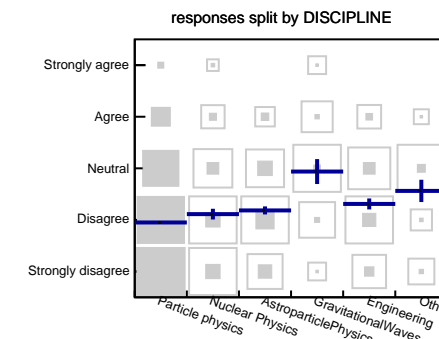
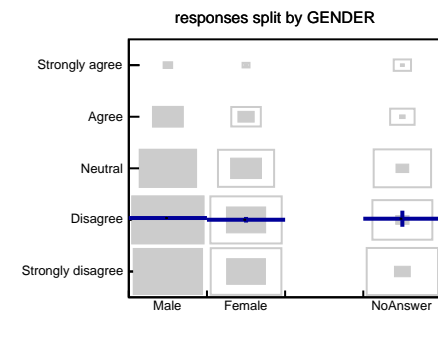
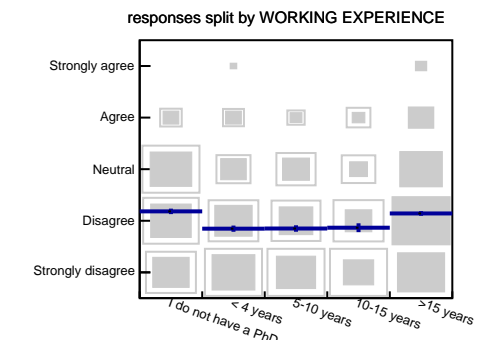
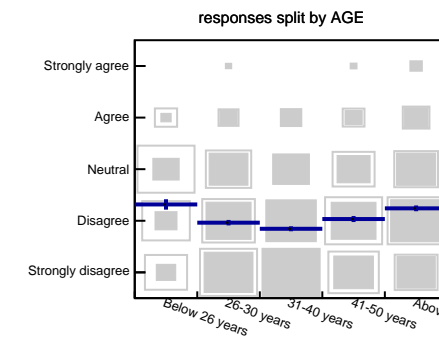
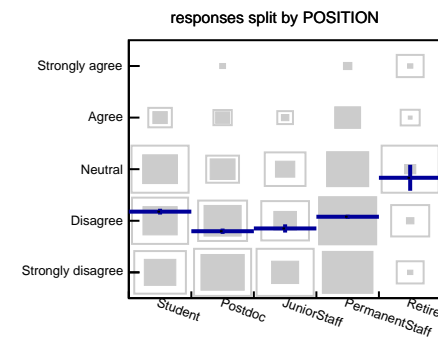
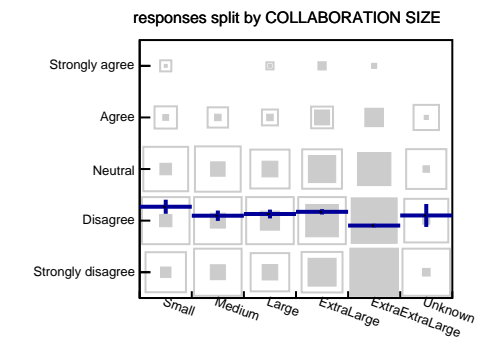
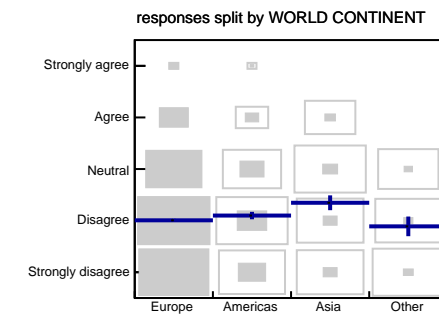
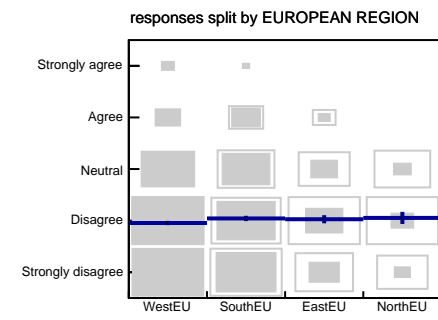
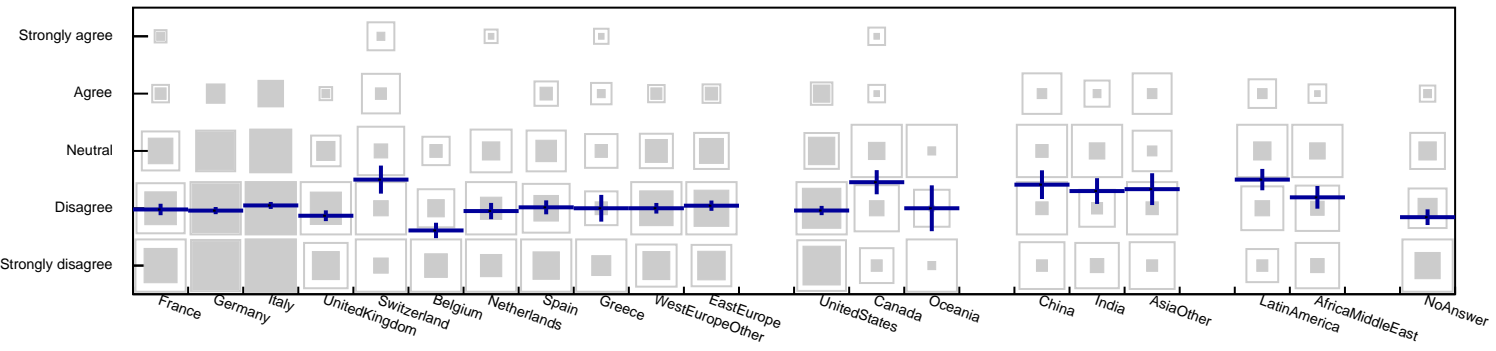
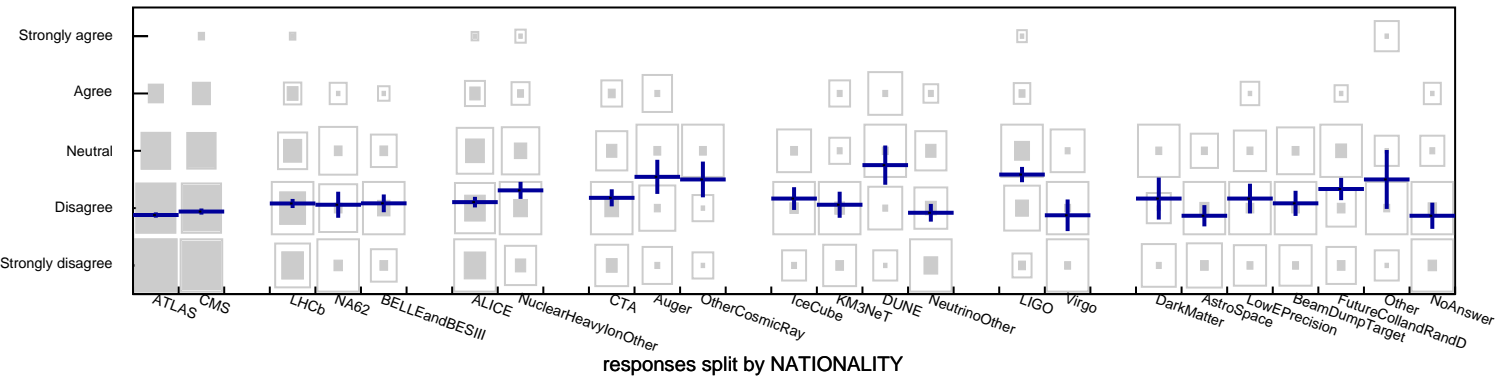


responses split by GENDER

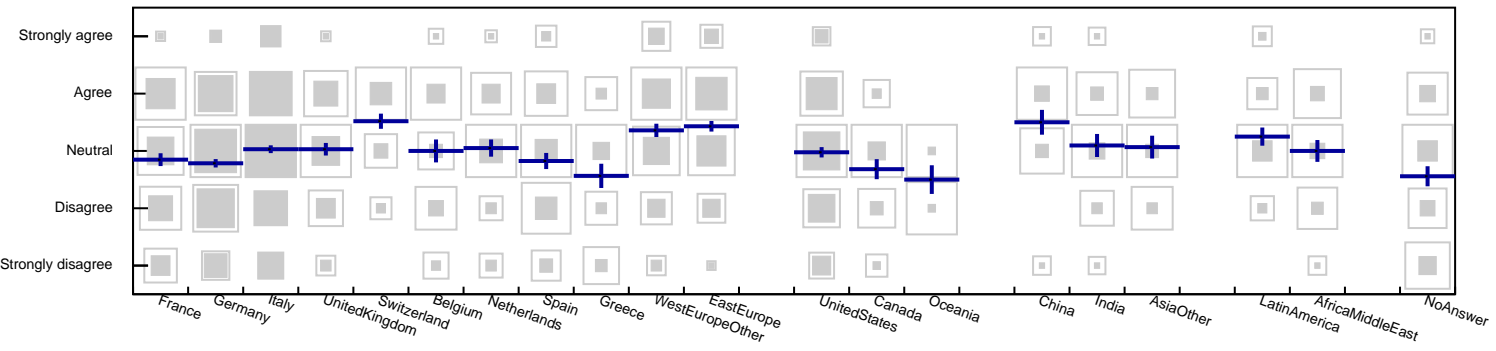
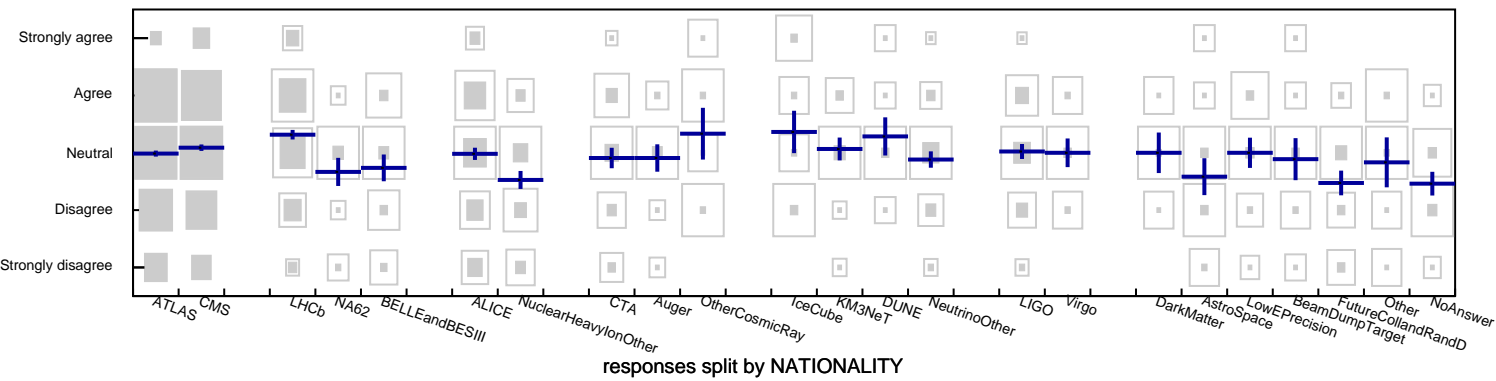
responses split by DISCIPLINE



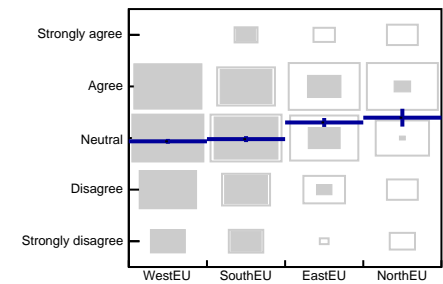
"I perceive that the profile of positions with responsibility are well known outside the particle physics community" - by COLLABORATION



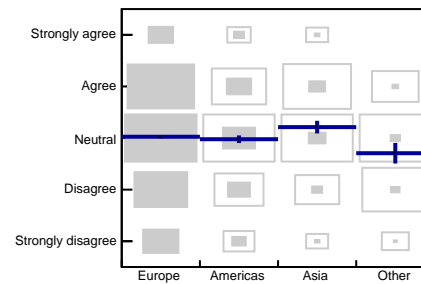
"I perceive the process of nominations for awards as sufficiently transparent and accessible in my collaboration" - by COLLABORATION



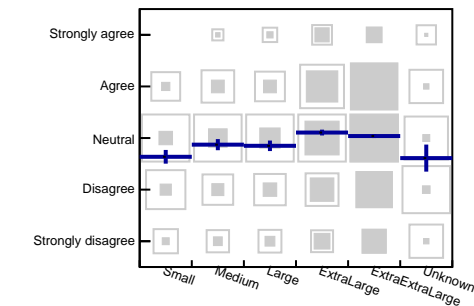
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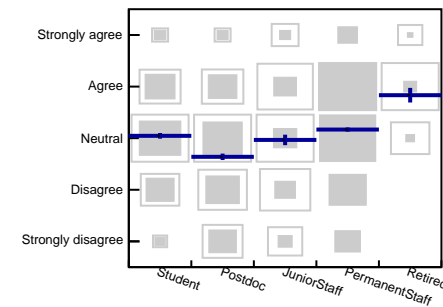
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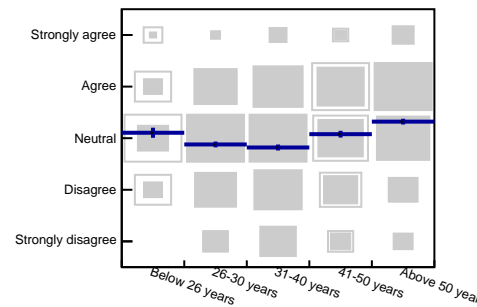
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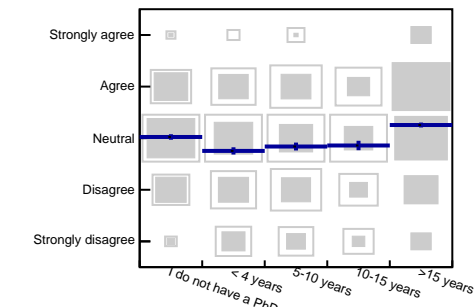
responses split by POSITION



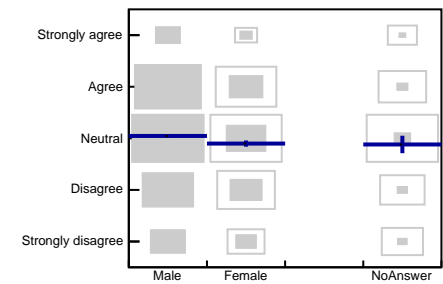
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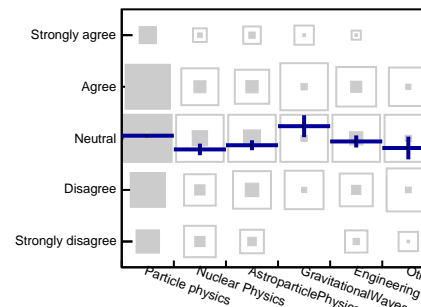
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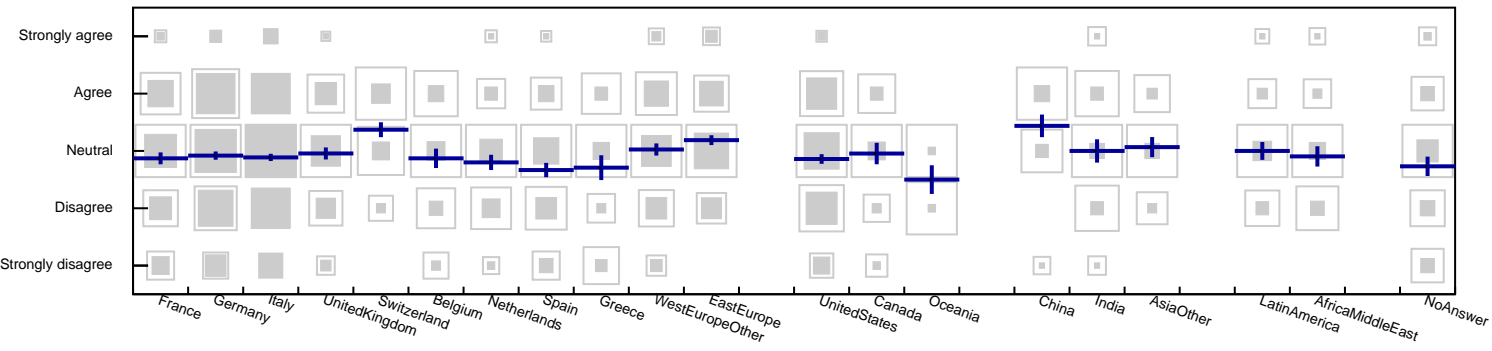
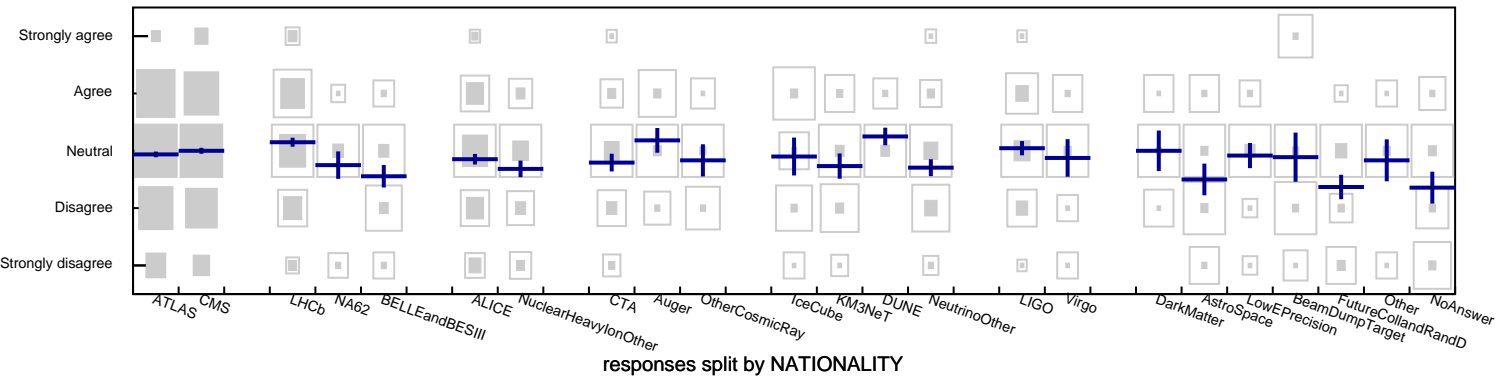
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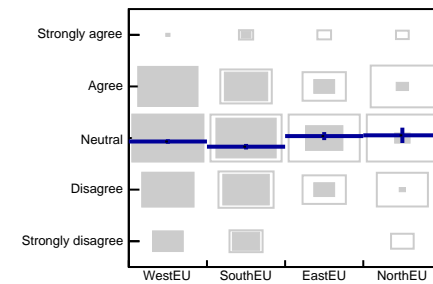
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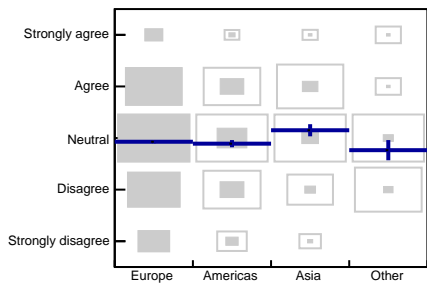
"I perceive that the profiles of these awards are sufficiently clear and advertised to be appreciated adequately outside the collaboration" - by COLLABORATION



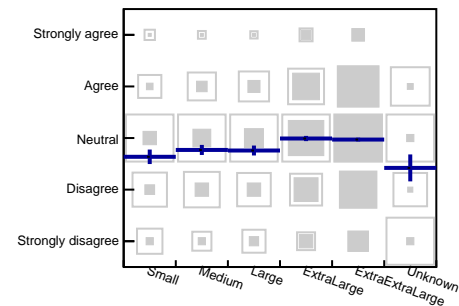
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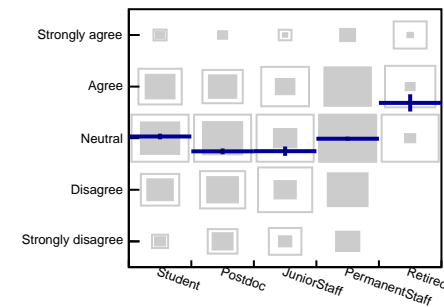
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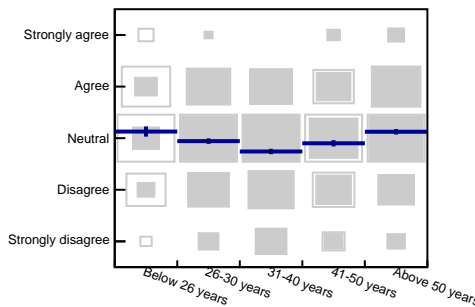
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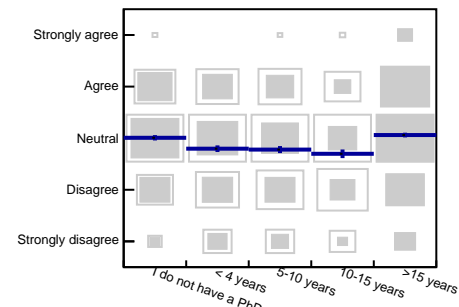
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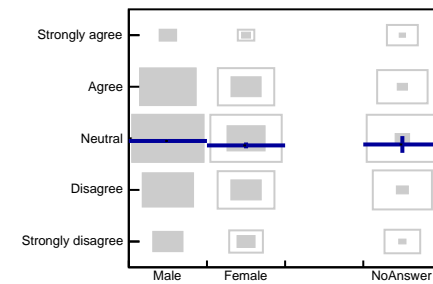
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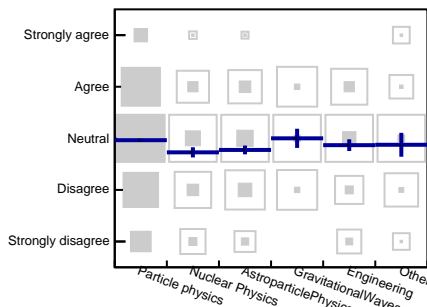
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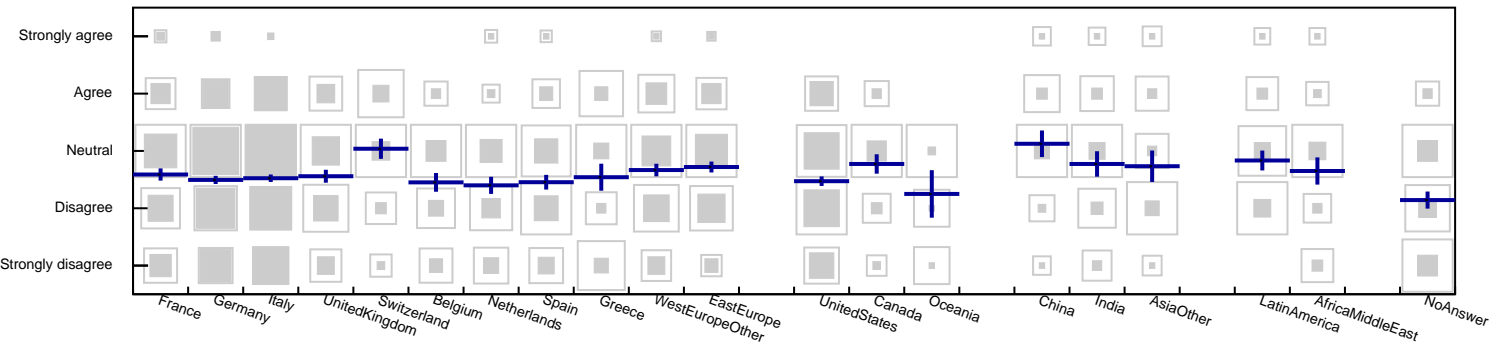
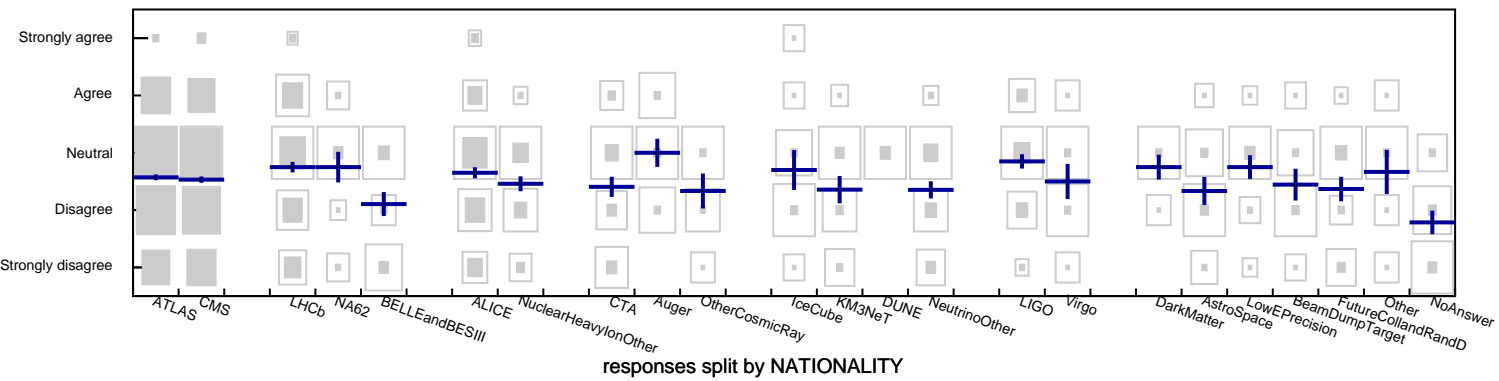
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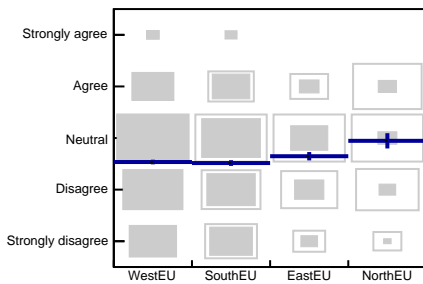
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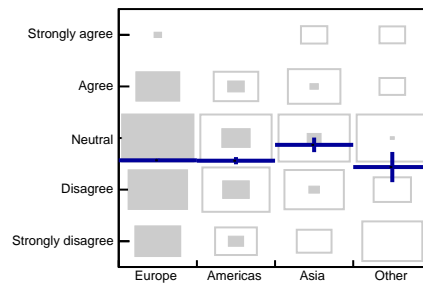
"I perceive that the profiles of these awards are sufficiently clear and advertised to be appreciated adequately outside the particle physics community" - by COOPERATION



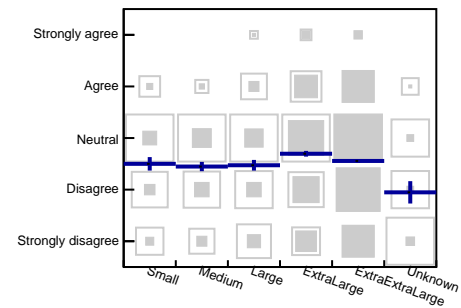
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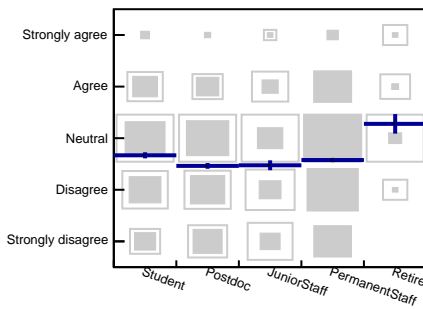
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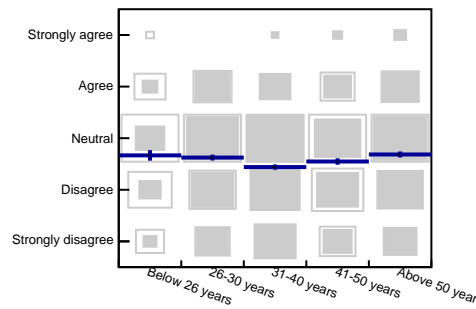
responses split by COLLABORATION SIZE



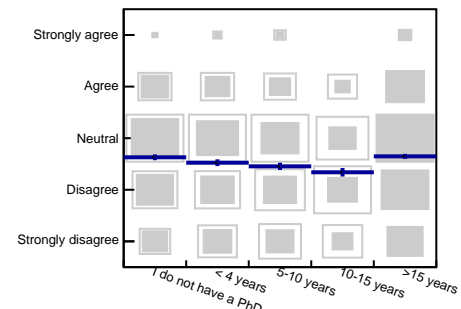
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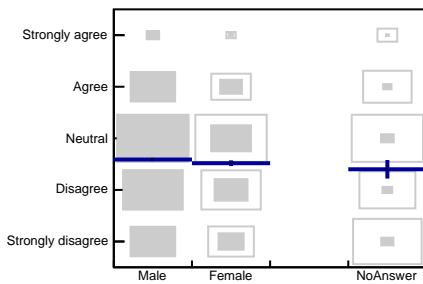
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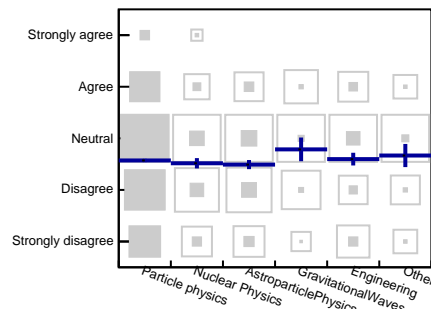
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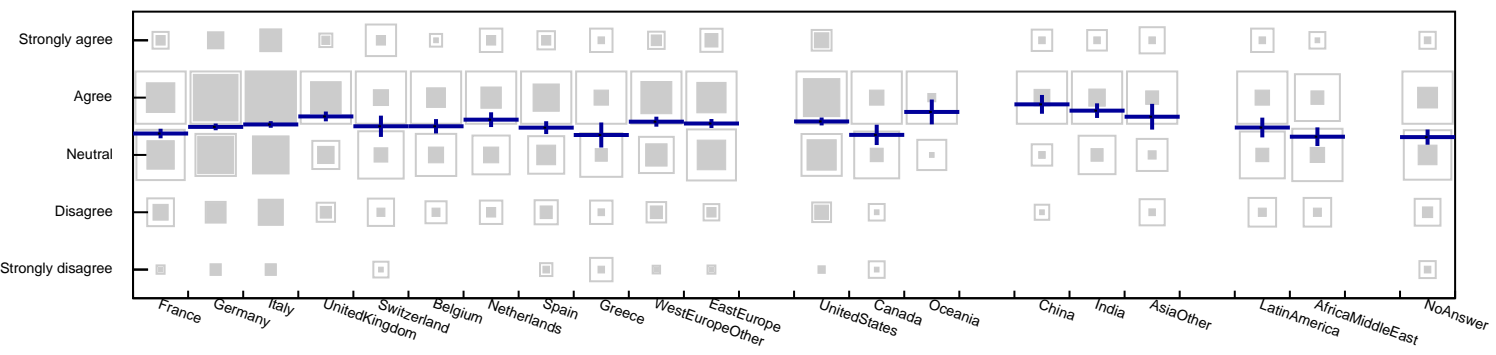
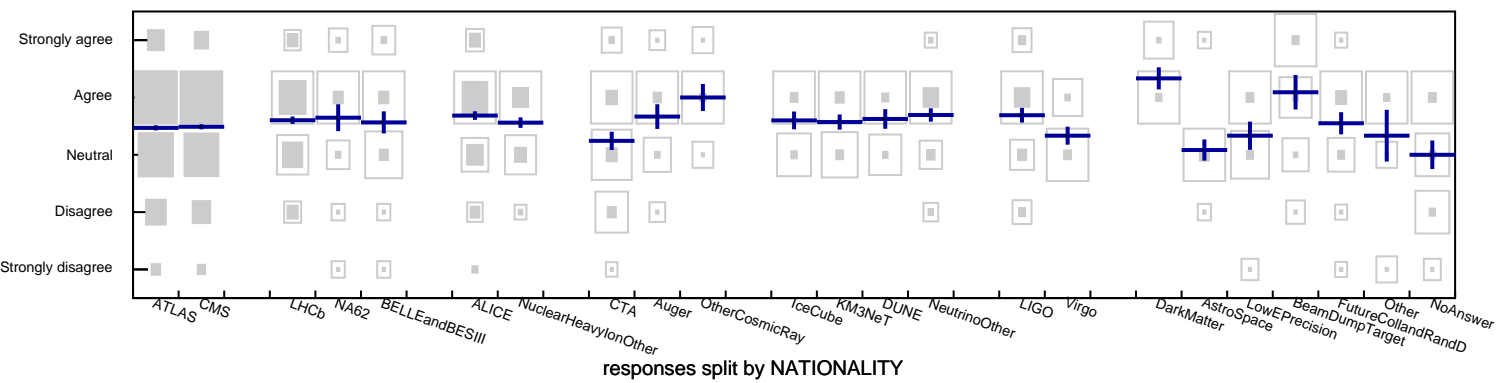
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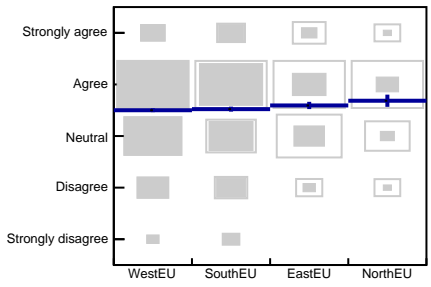
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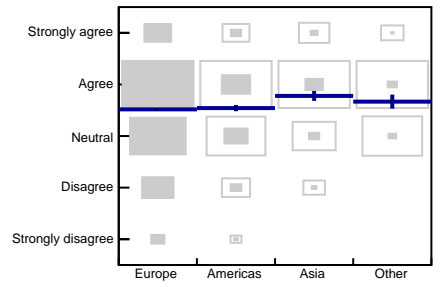
"I trust evaluators when they select peers inside or outside my collaboration to assess me" - by COLLABORATION



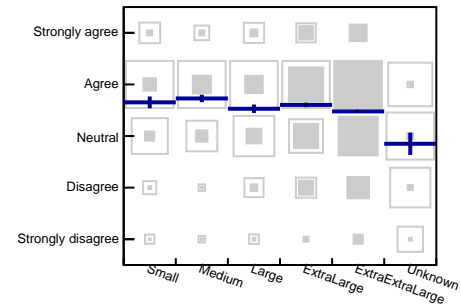
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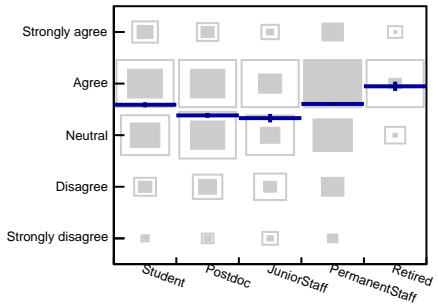
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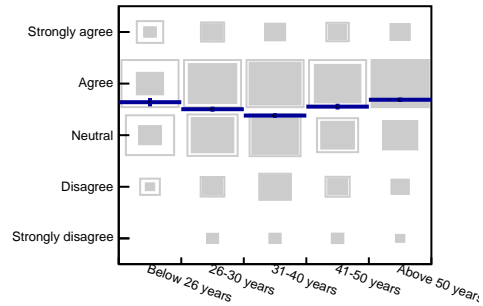
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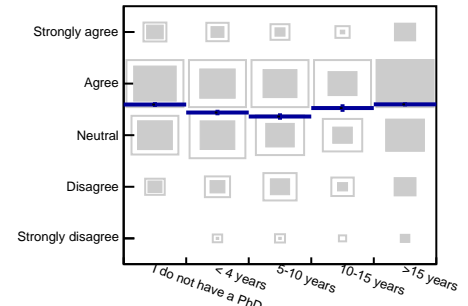
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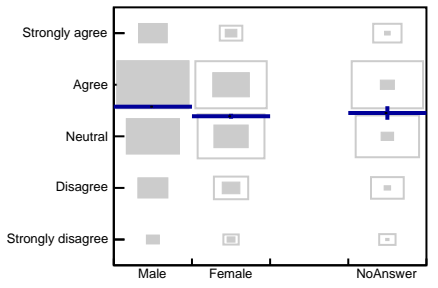
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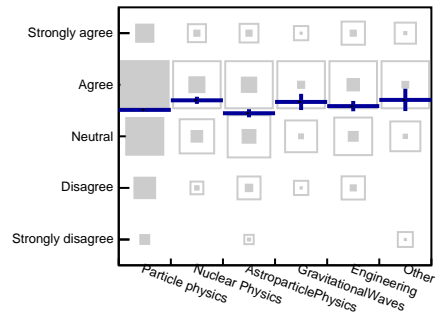
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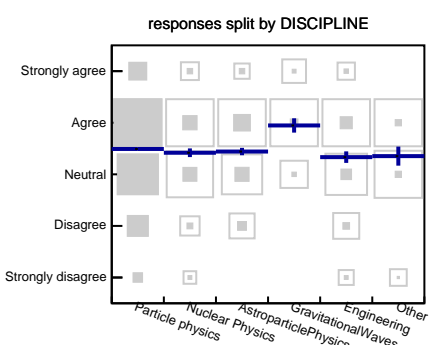
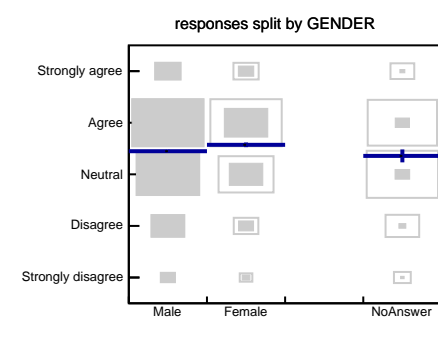
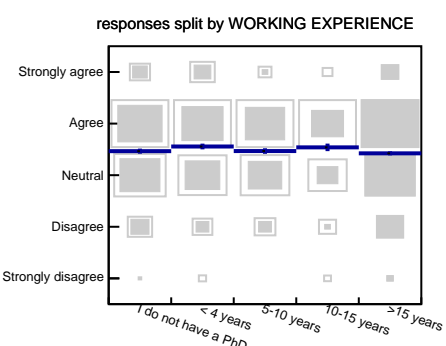
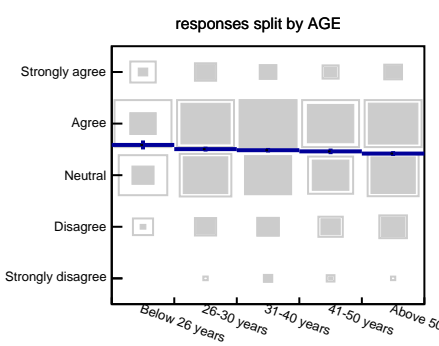
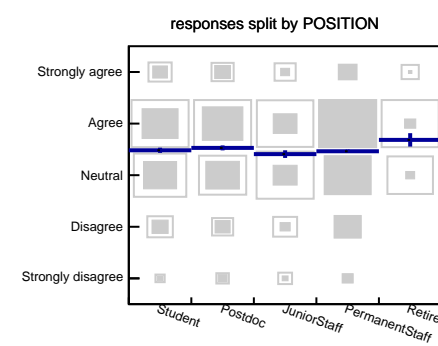
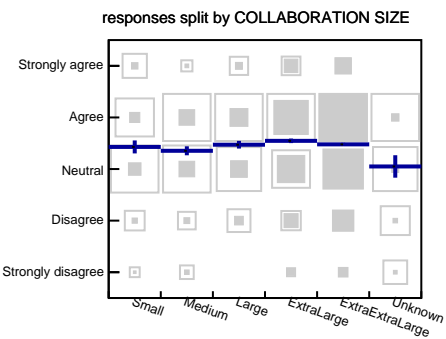
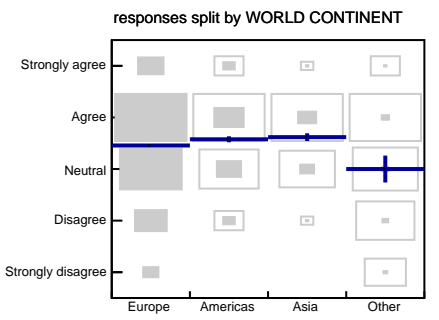
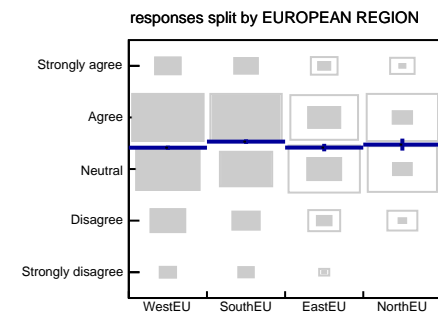
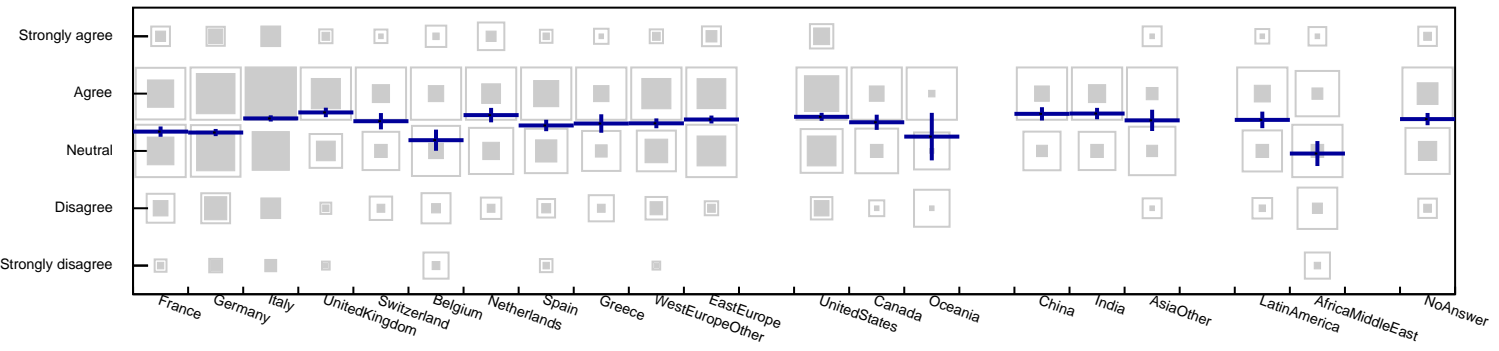
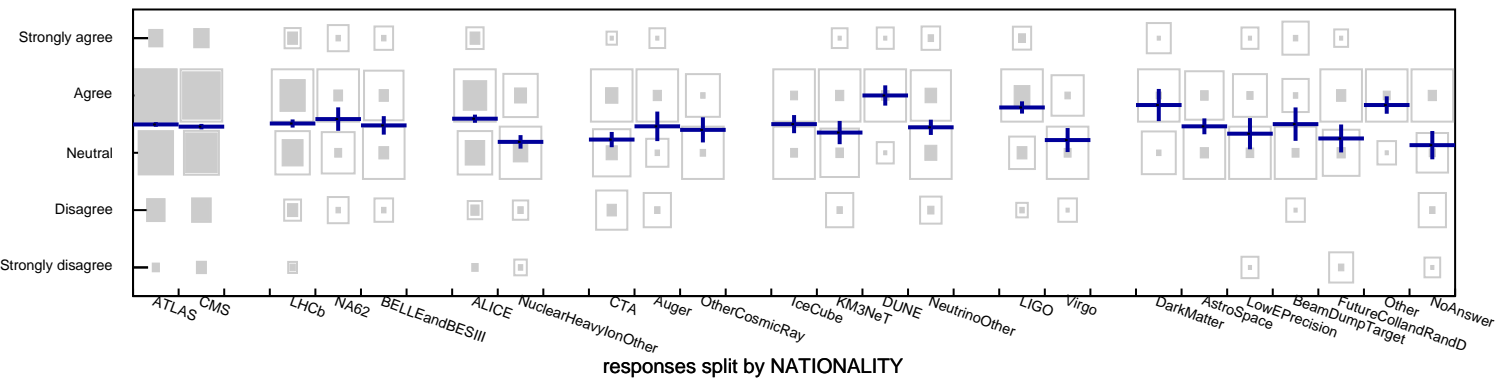
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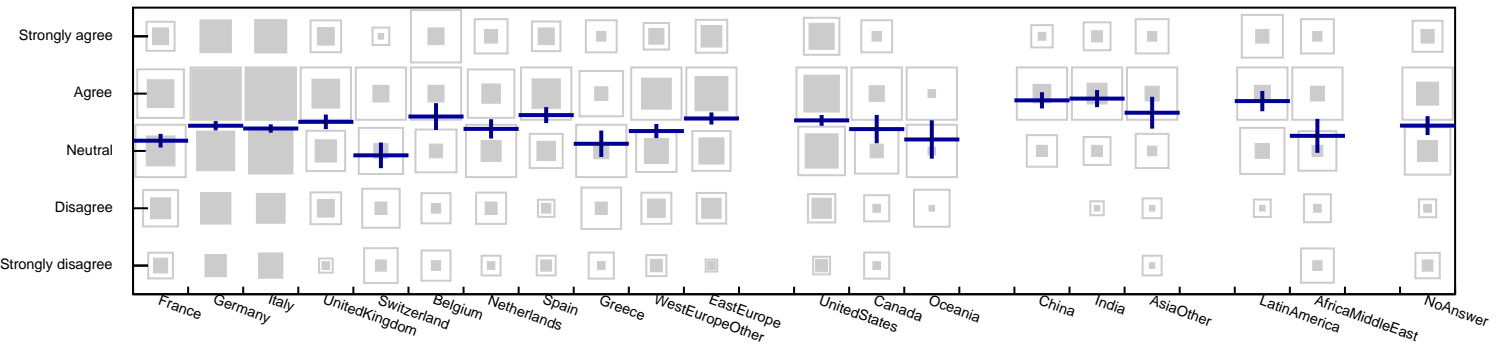
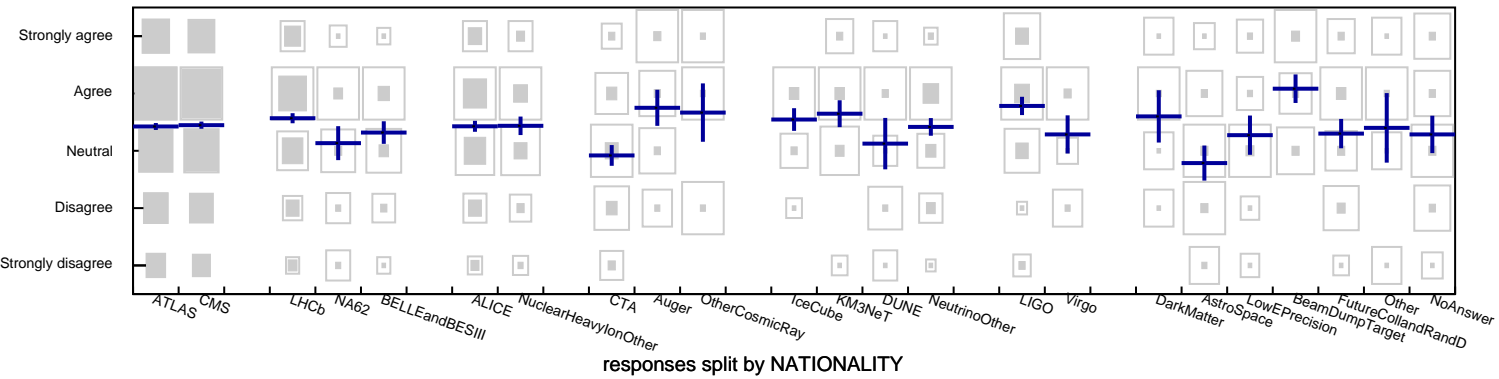
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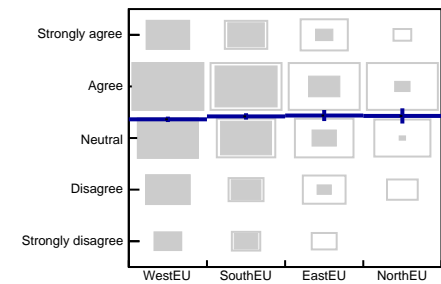
"I trust the assessment when the individual (that is evaluated) selects the authors of the reference letters himself/herself" - by COLLABORATION



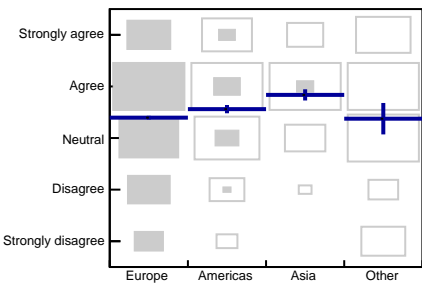
"I obtain important advice from my supervisor to make progress in my career" - by COLLABORATION



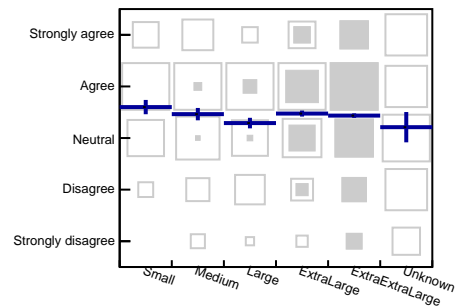
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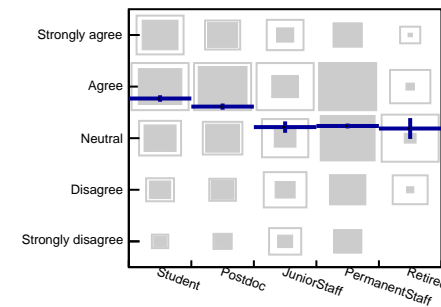
responses split by WORLD CONTINENT



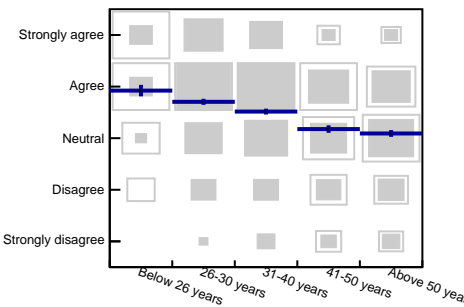
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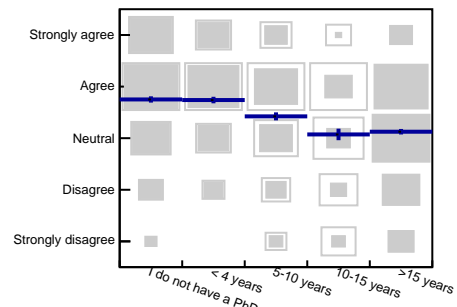
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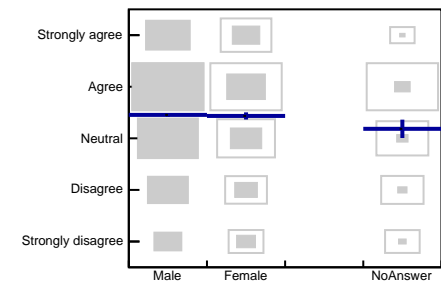
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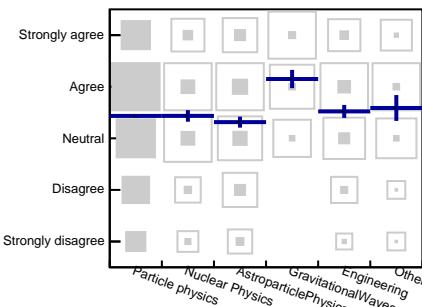
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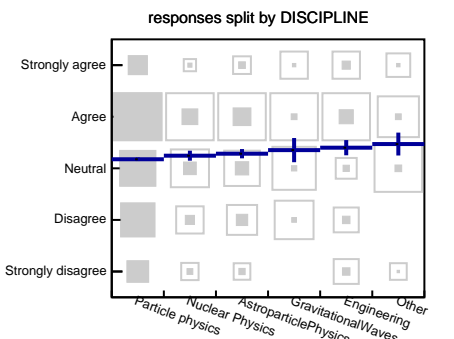
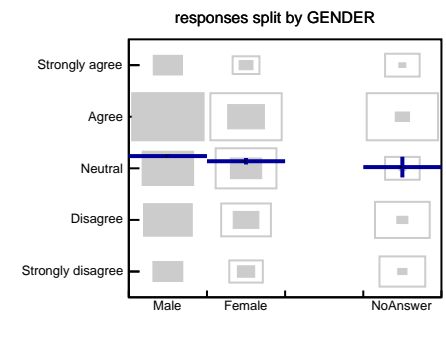
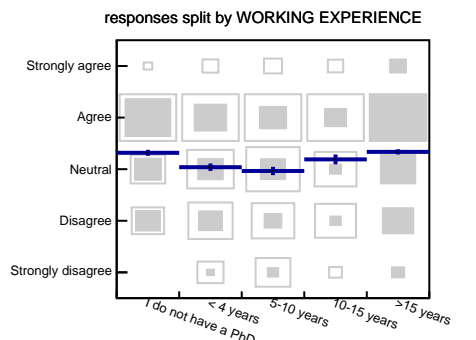
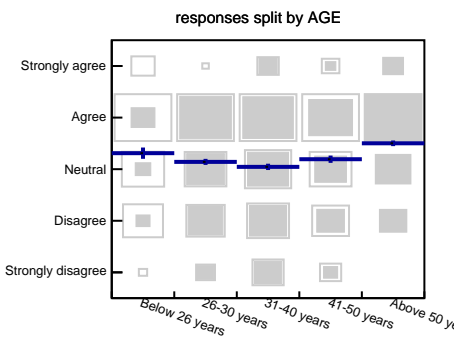
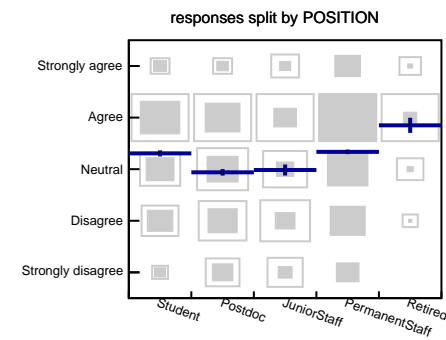
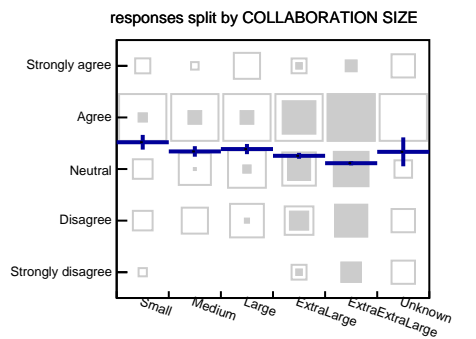
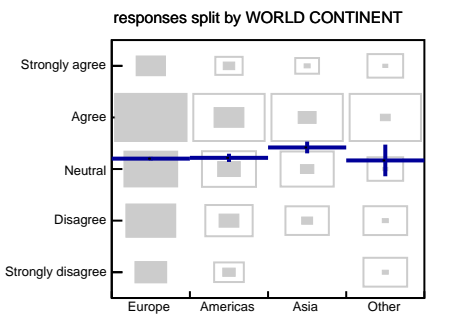
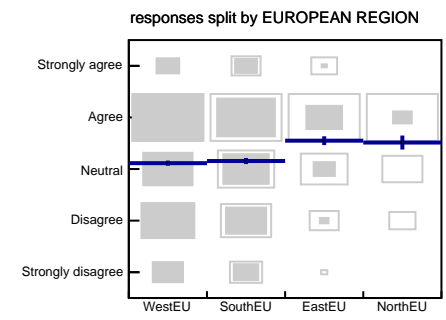
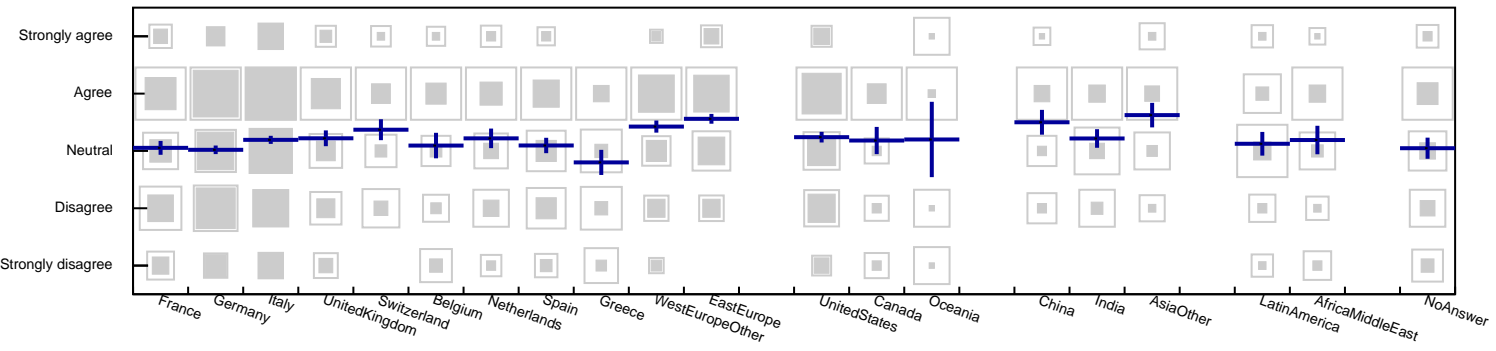
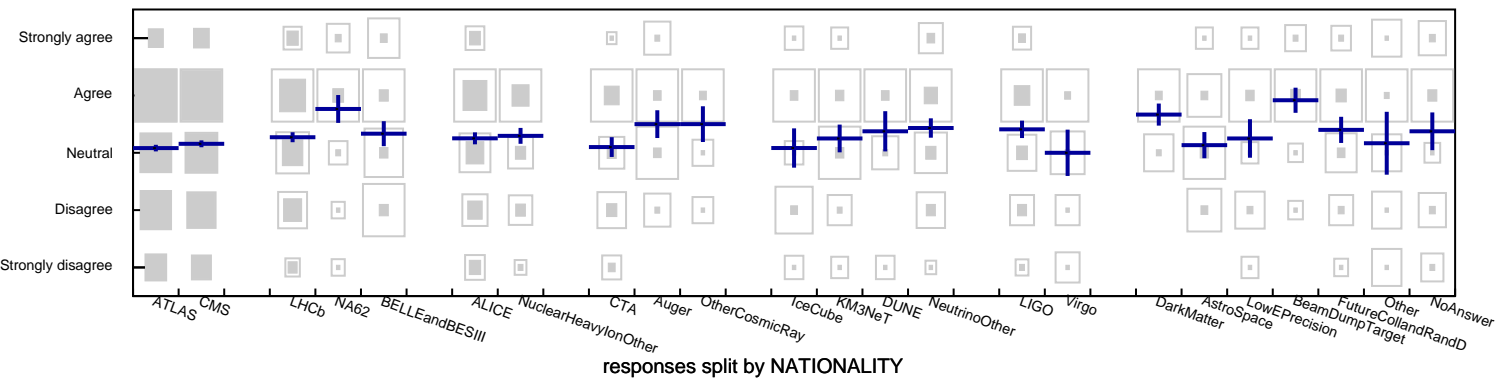
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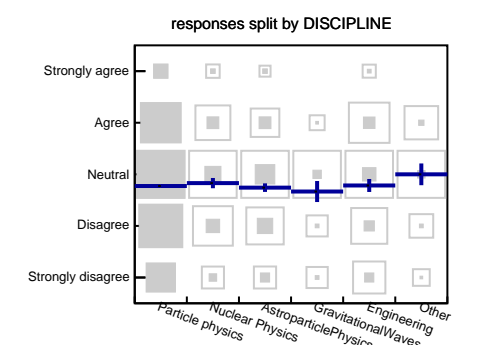
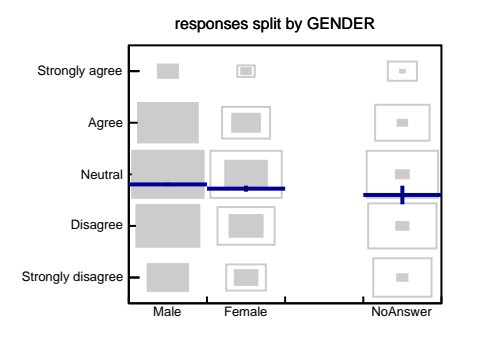
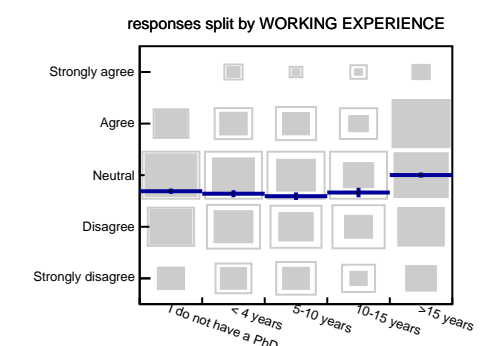
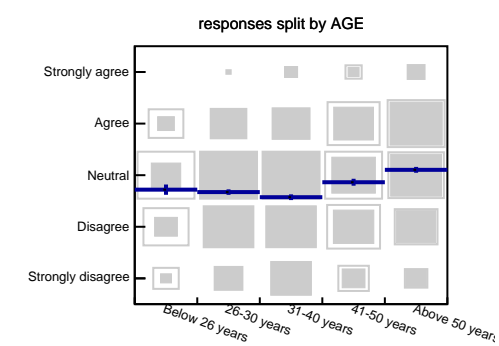
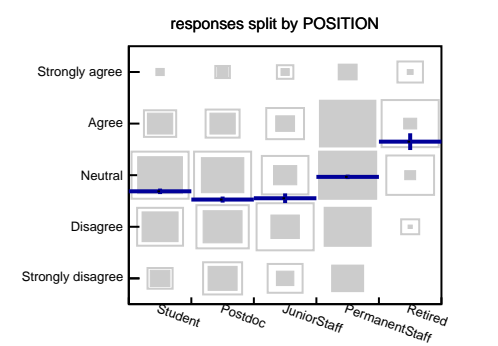
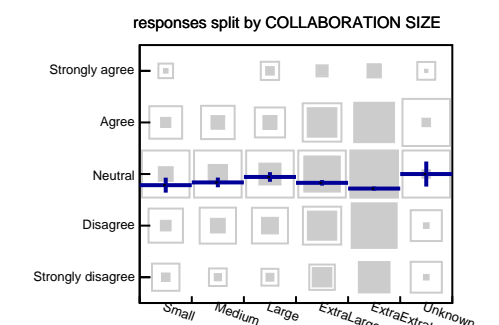
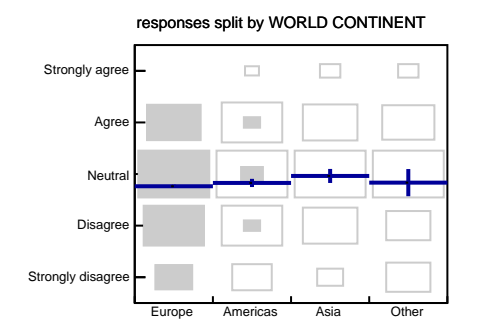
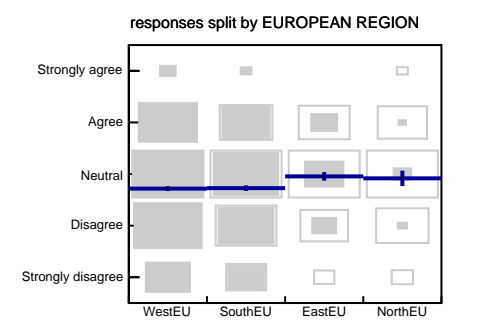
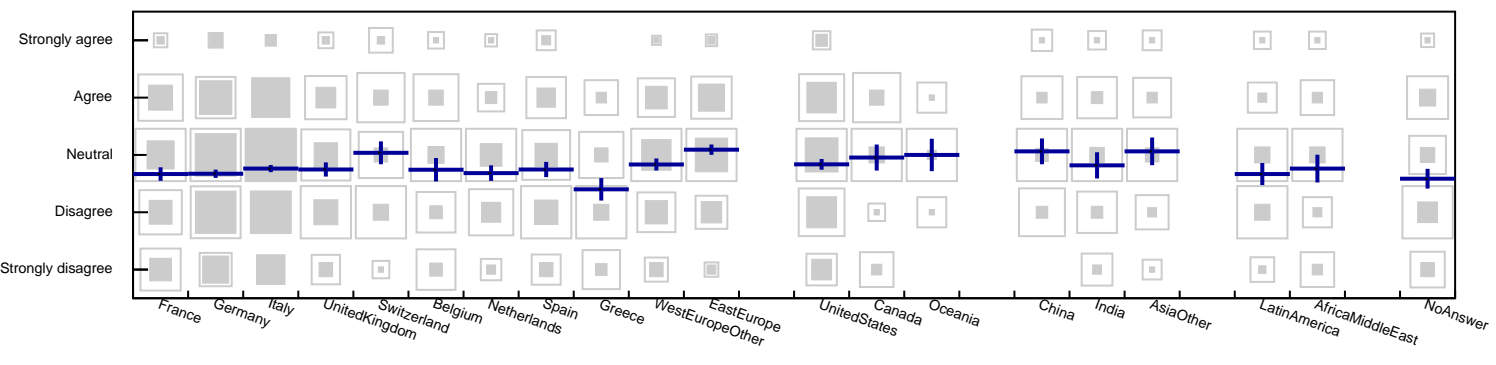
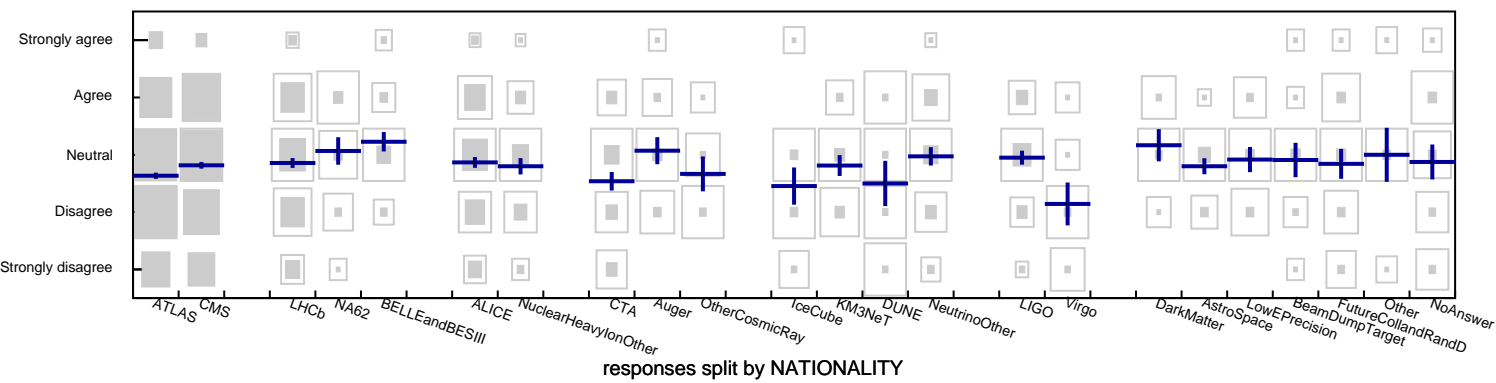
responses split by DISCIPLINE



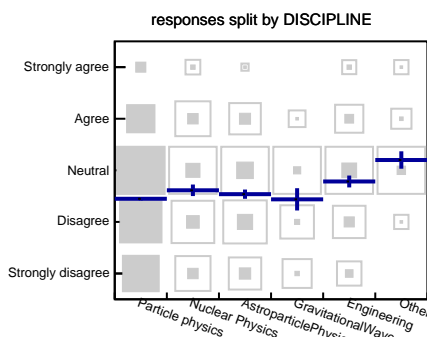
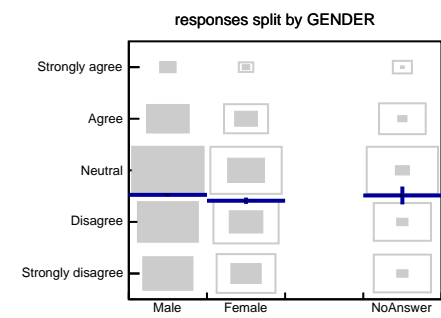
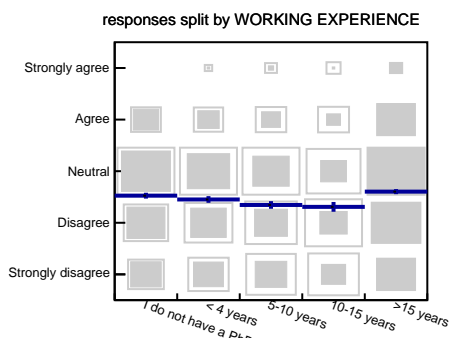
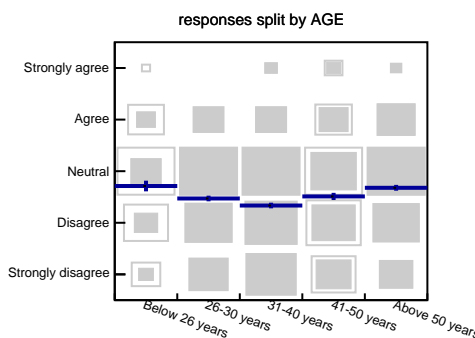
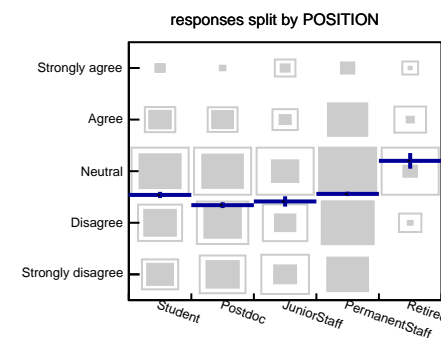
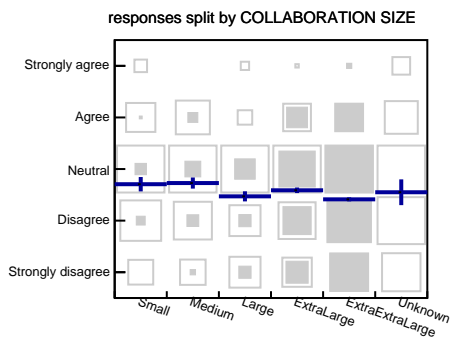
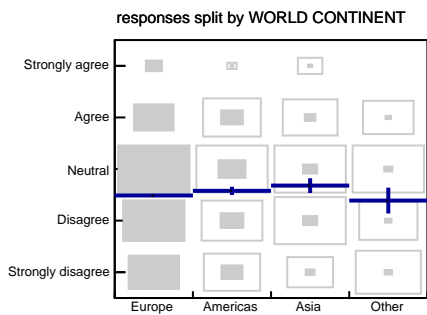
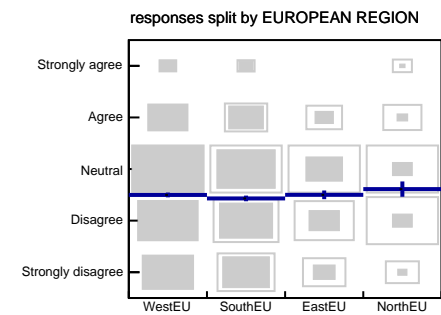
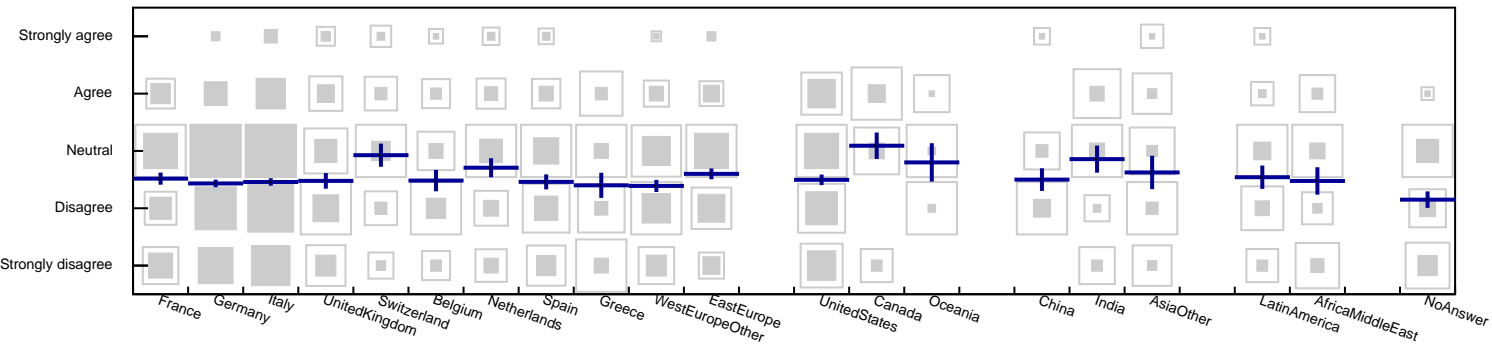
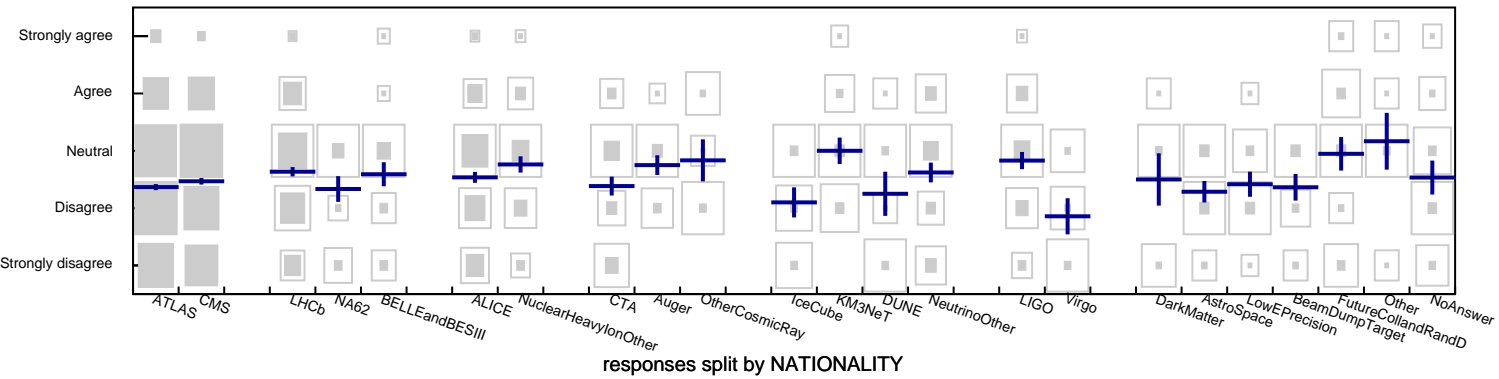
"I perceive that my technical contributions get adequate recognition in my collaboration" - by COLLABORATION

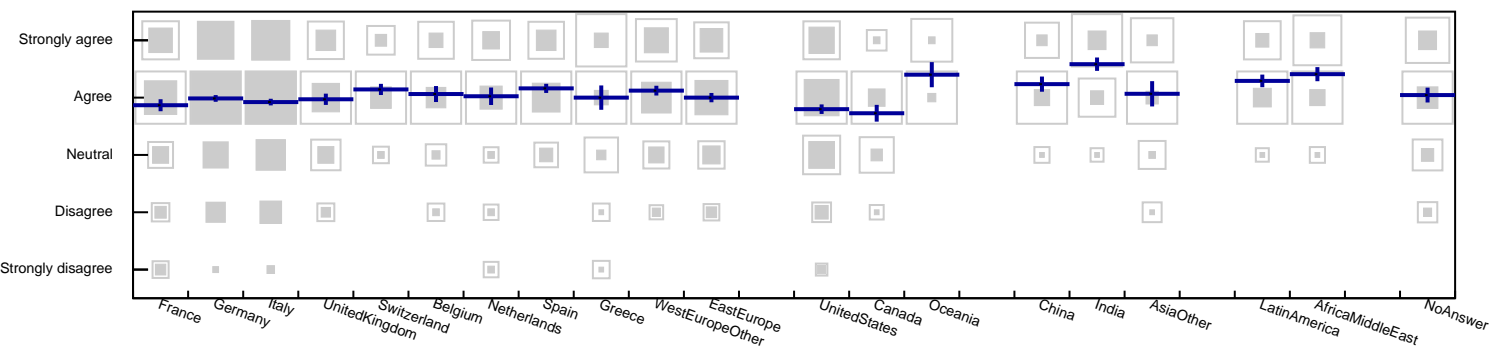
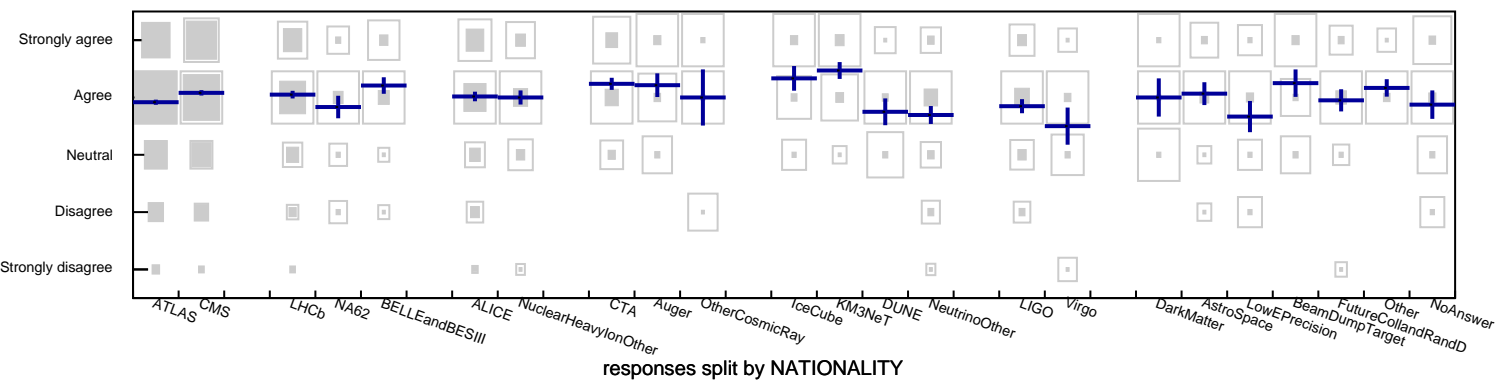


"I perceive that my technical contributions get adequate recognition in the particle physics community" - by COLLABORATION

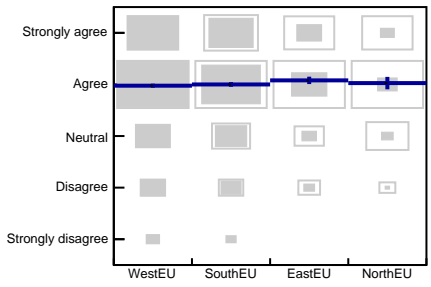


"I perceive that my technical contributions get adequate recognition outside the particle physics community" - by COLLABORATION

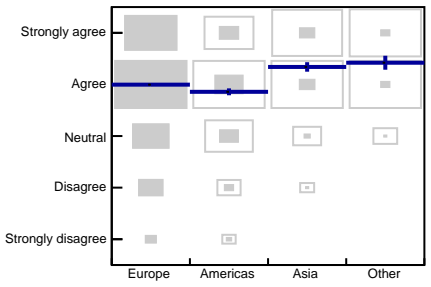




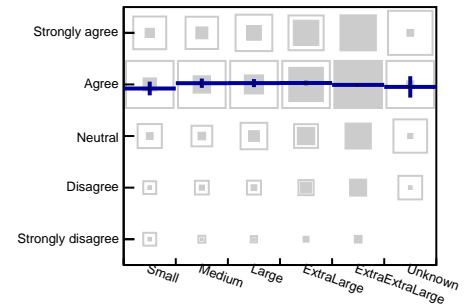
responses split by EUROPEAN REGION



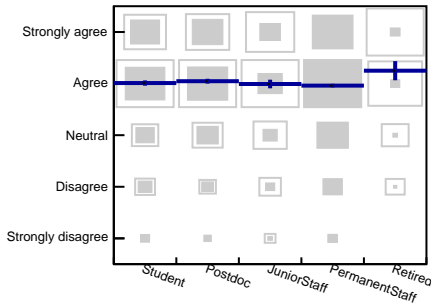
responses split by WORLD CONTINENT



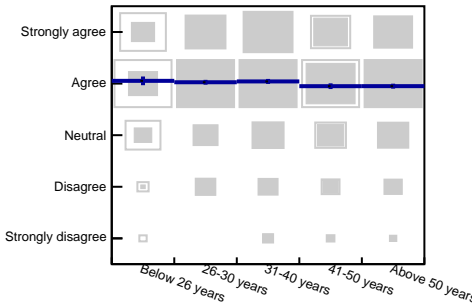
responses split by COLLABORATION SIZE



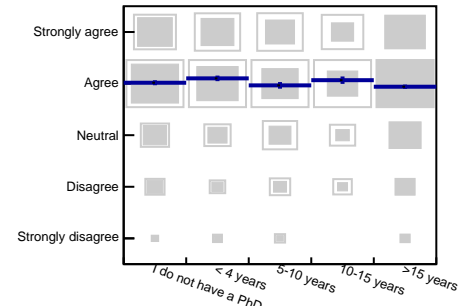
responses split by POSITION



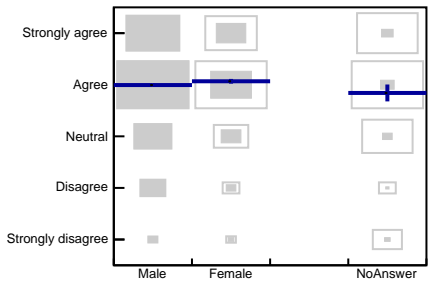
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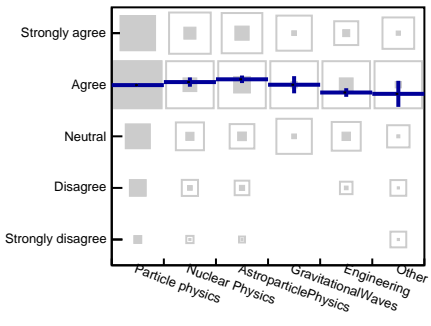
responses split by WORKING EXPERIENCE

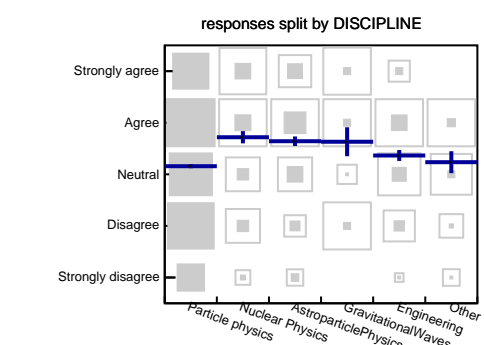
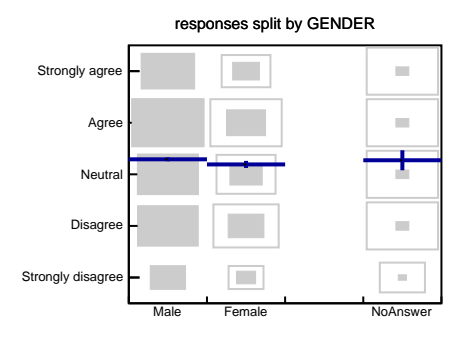
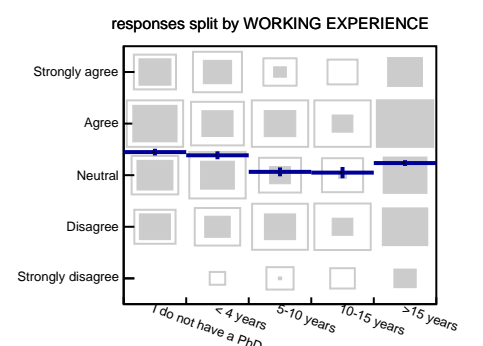
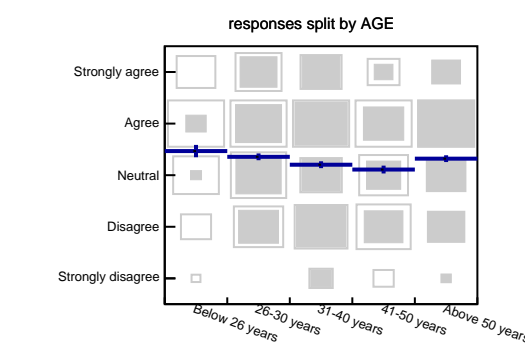
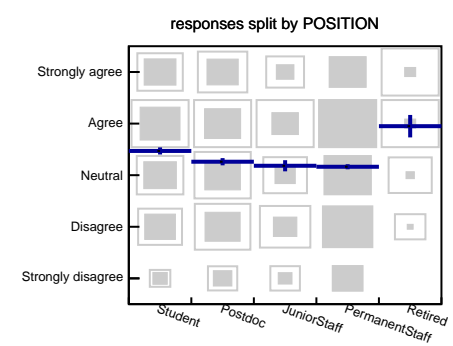
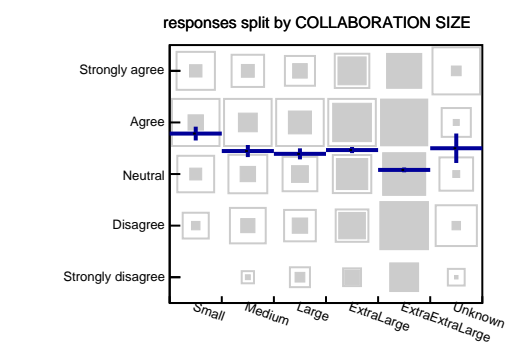
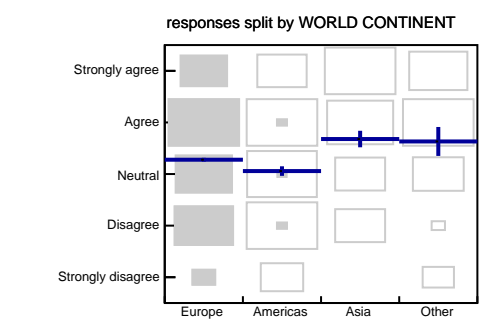
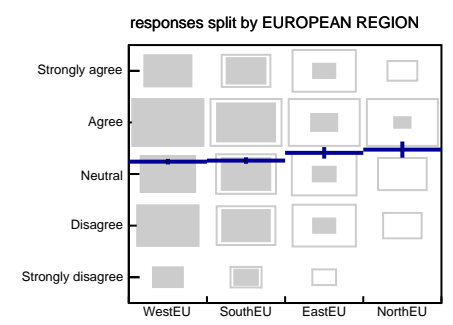
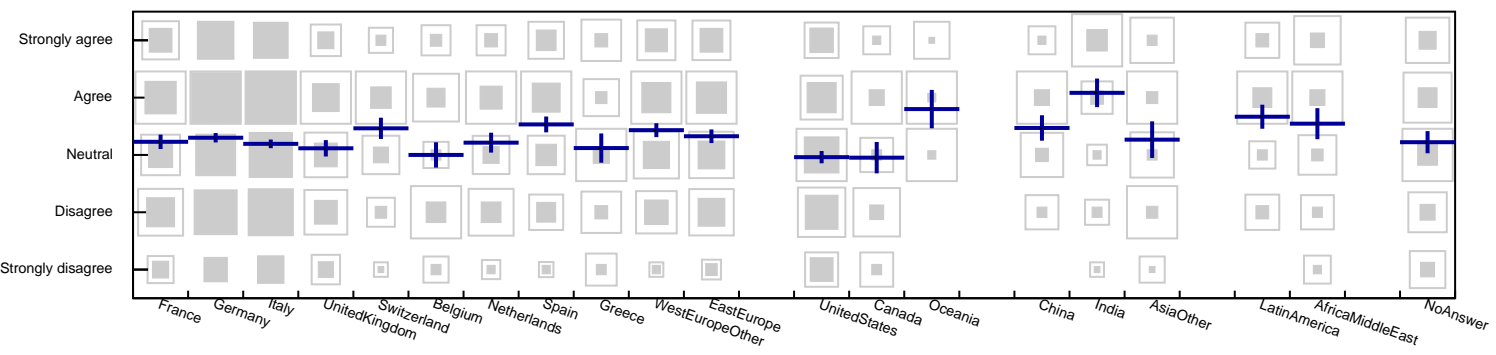
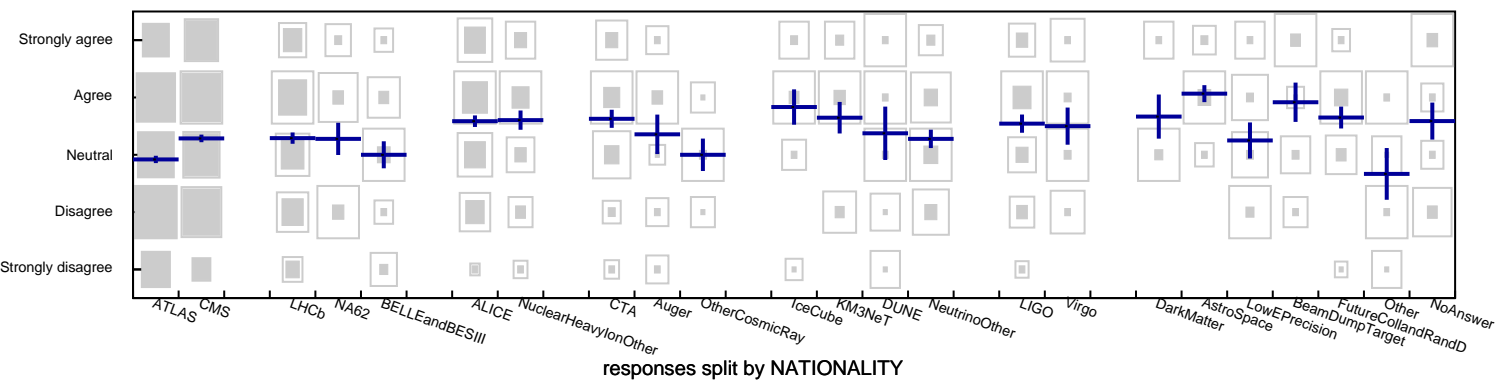


responses split by GENDER

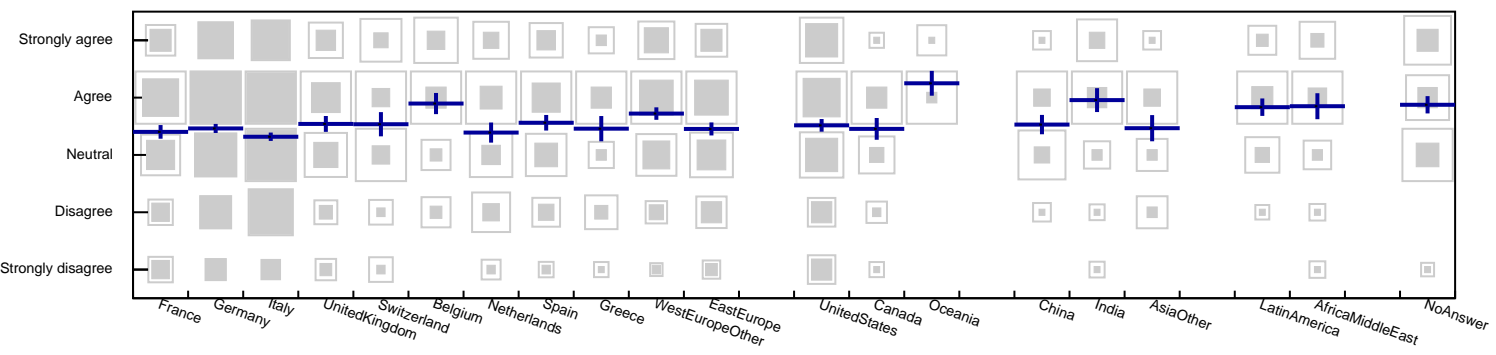
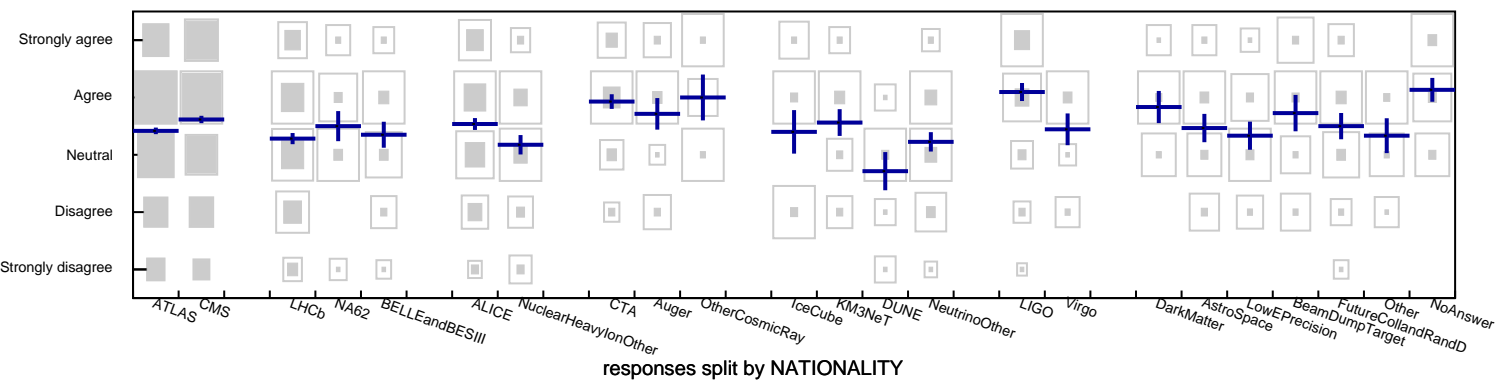


responses split by DISCIPLINE

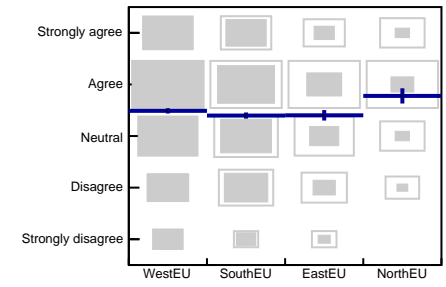




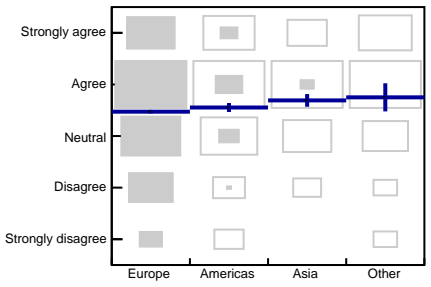
"The eligibility to use Open Data should be equal for members of my collaboration that produces the Open Data compared to non-members" - by COLLABORATION



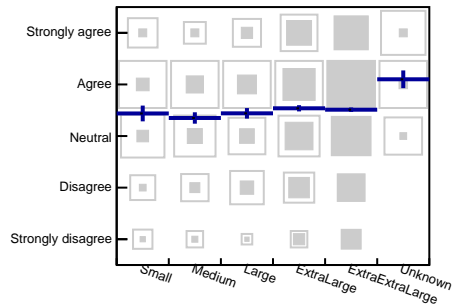
responses split by EUROPEAN REGION



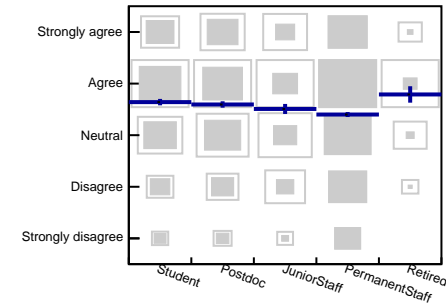
responses split by WORLD CONTINENT



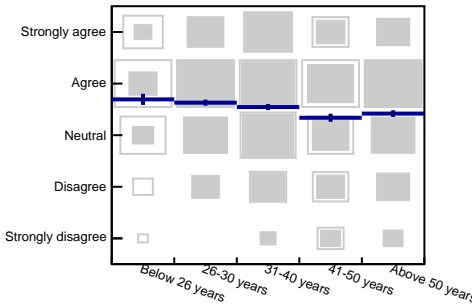
responses split by COLLABORATION SIZE



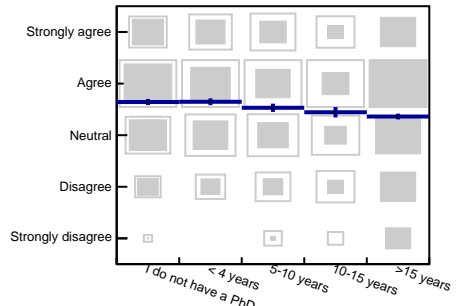
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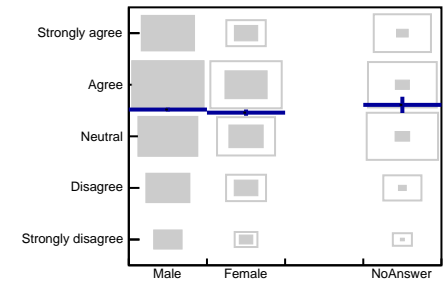
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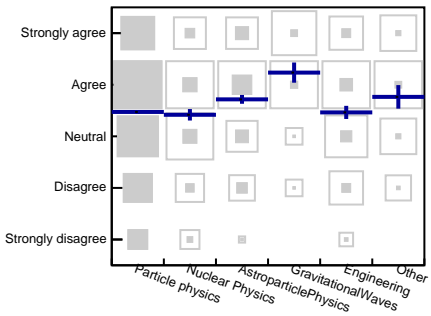
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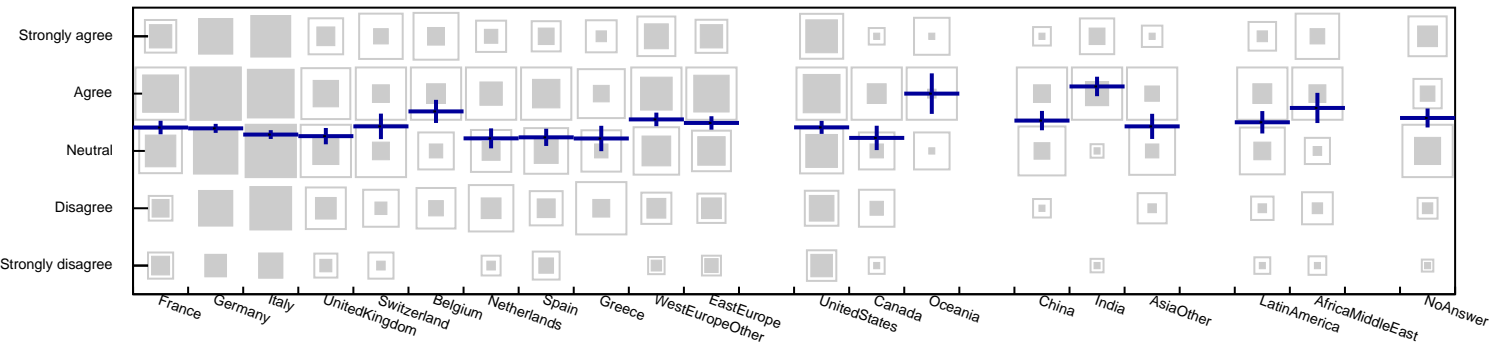
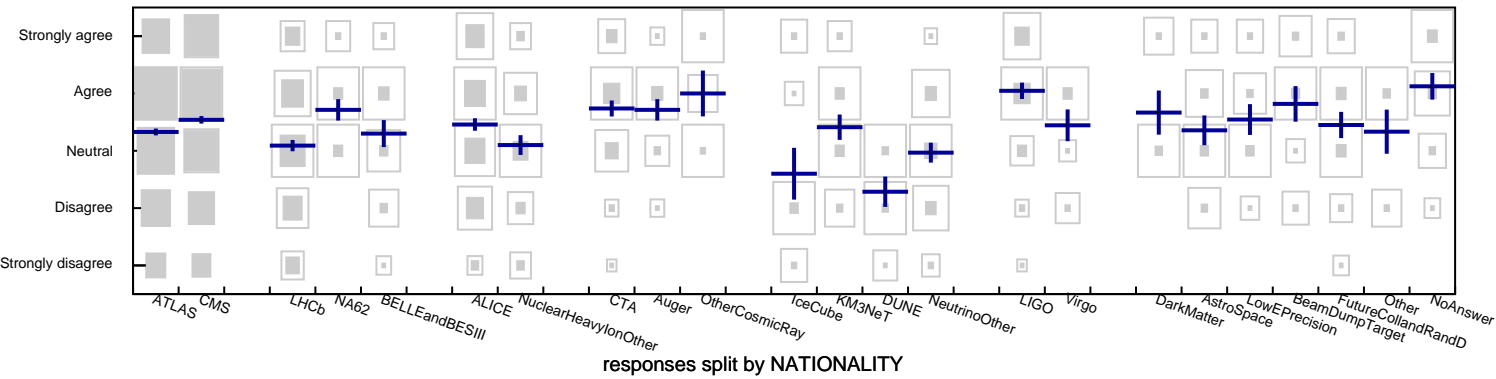
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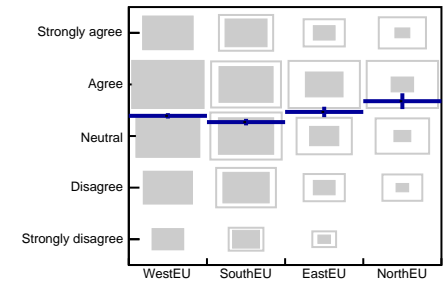
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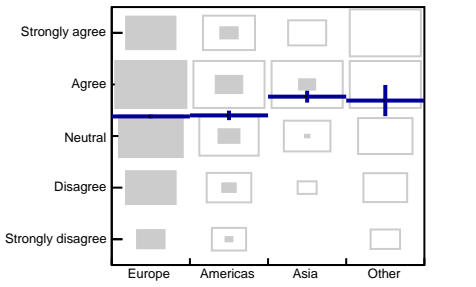
"Members of a collaboration should have equal publication opportunities using Open Data from their collaboration compared to non-members" - by COLLABORATION



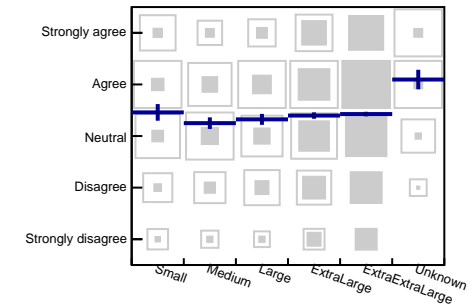
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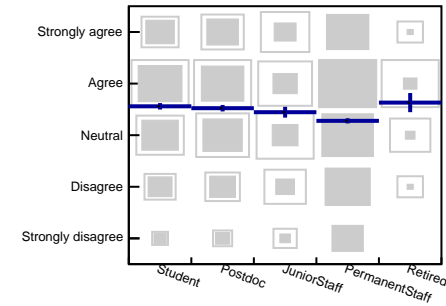
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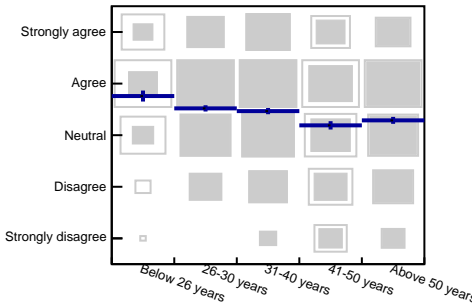
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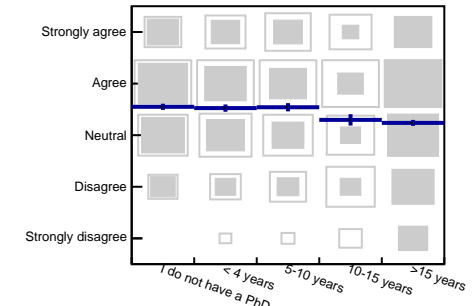
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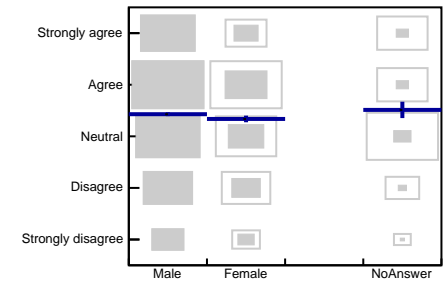
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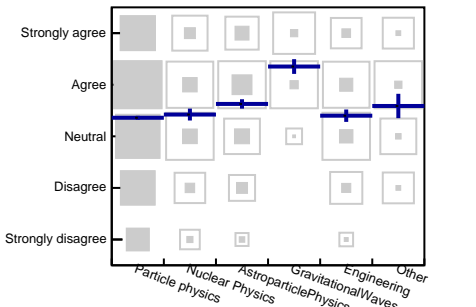
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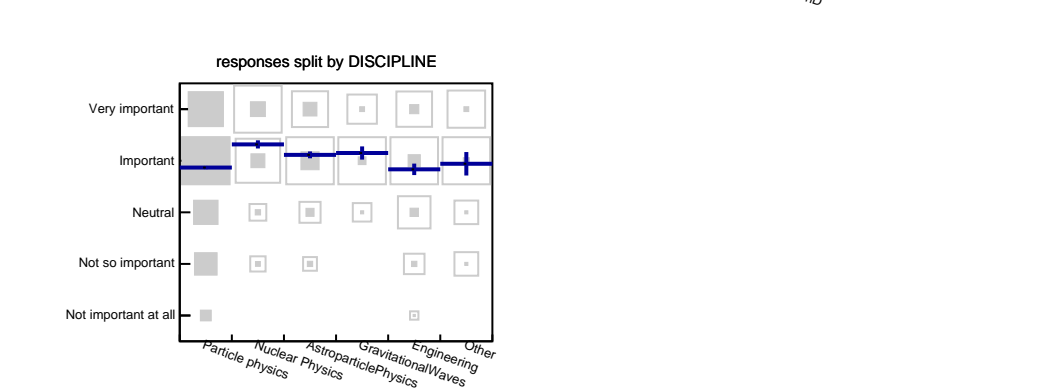
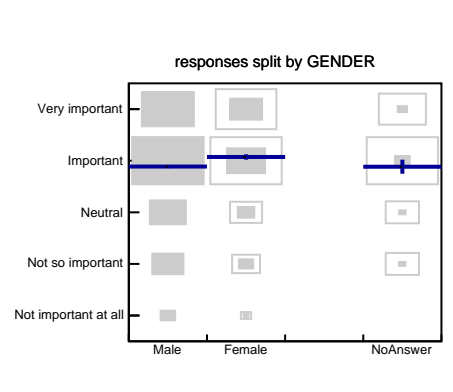
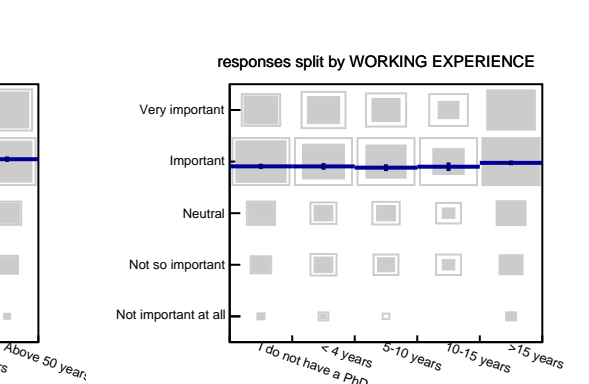
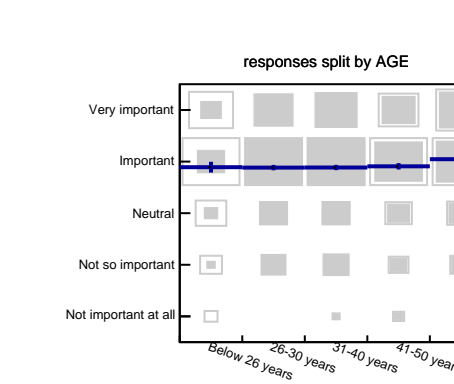
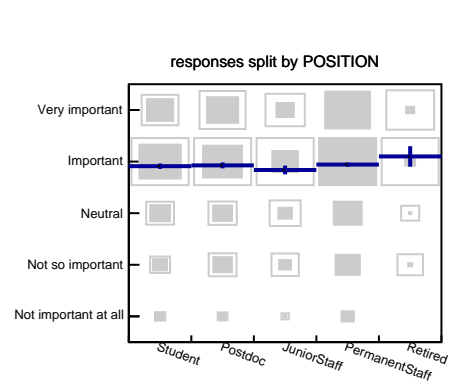
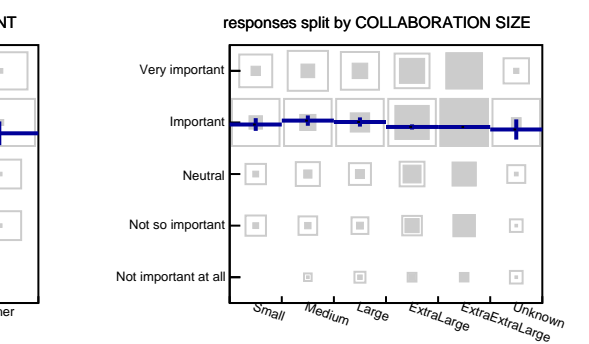
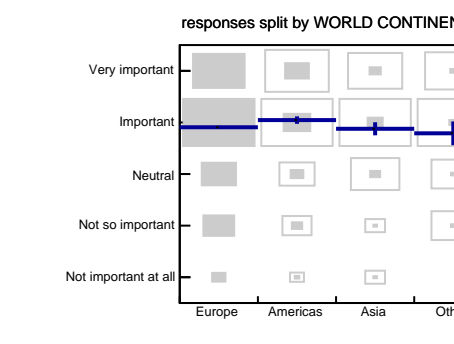
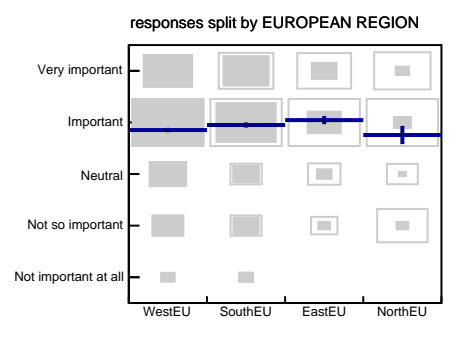
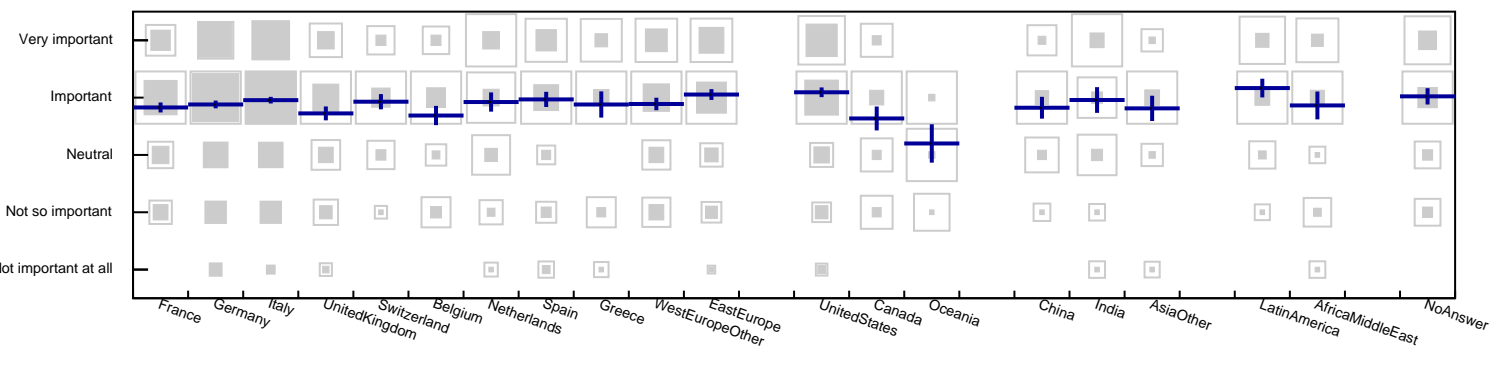
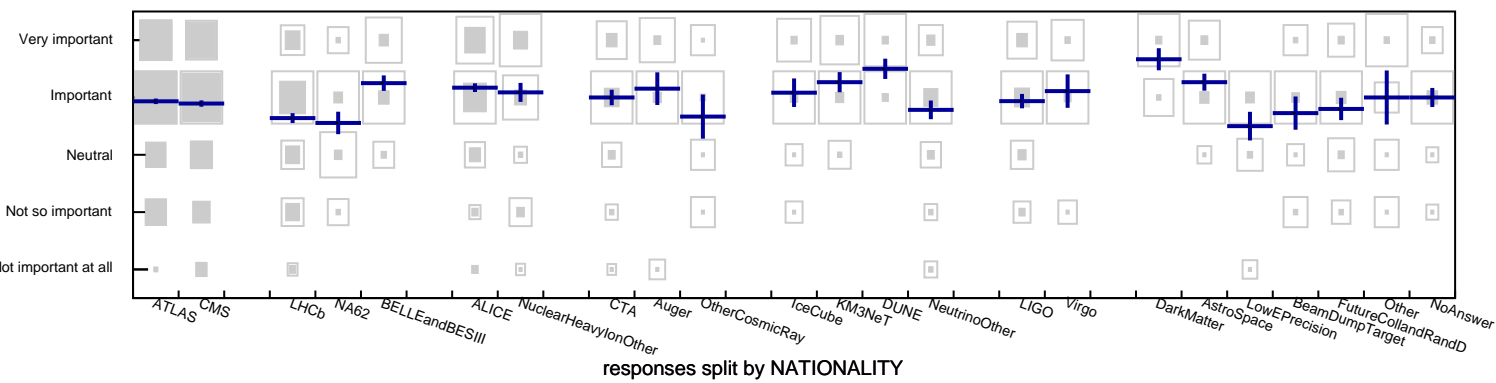
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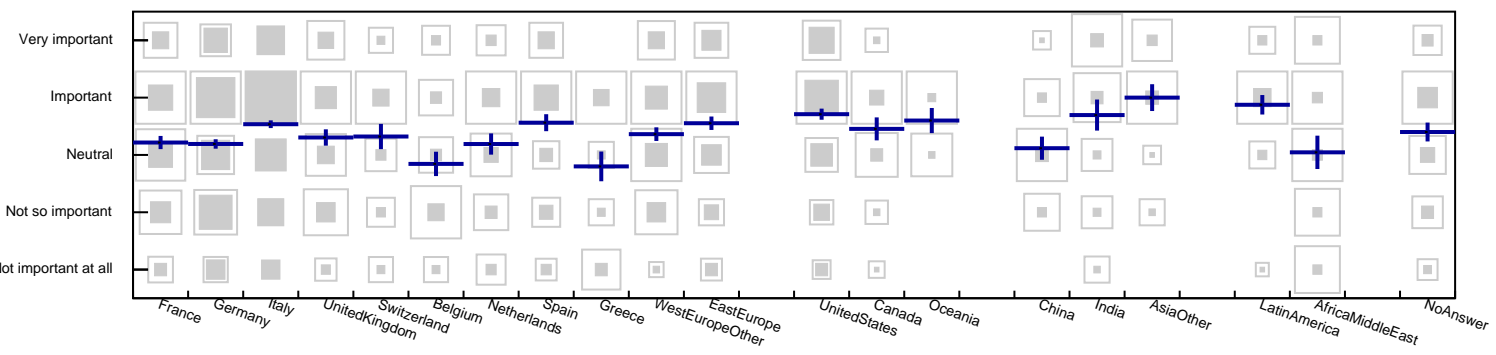
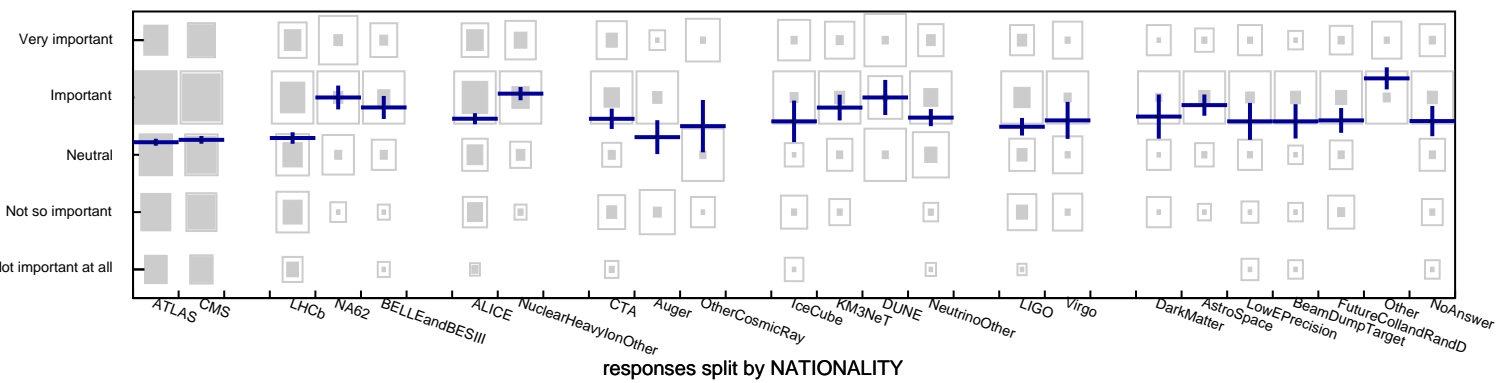
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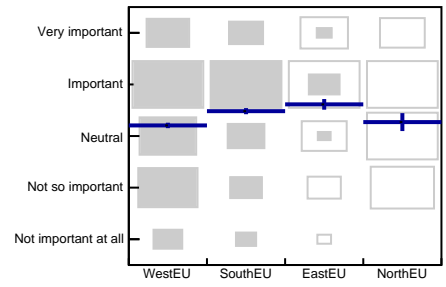
"Important to verify success: Being selected for conference talks" - by COLLABORATION



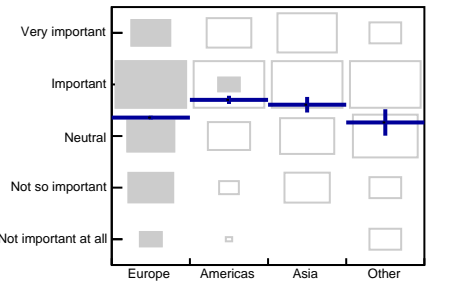
"Important to verify success: Authorship of collaboration-wide physics papers" - by COLLABORATION



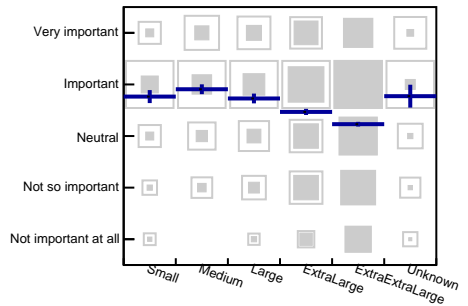
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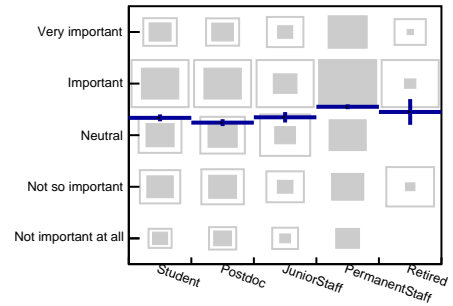
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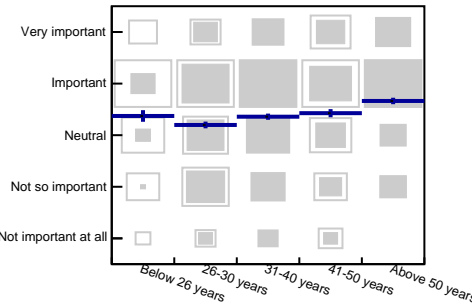
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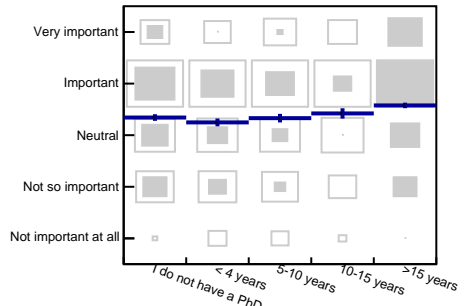
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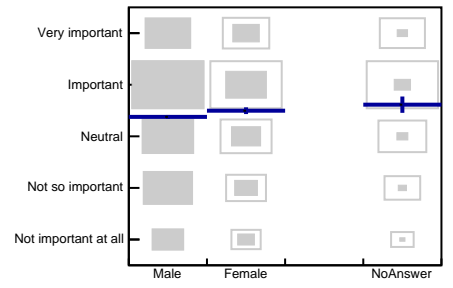
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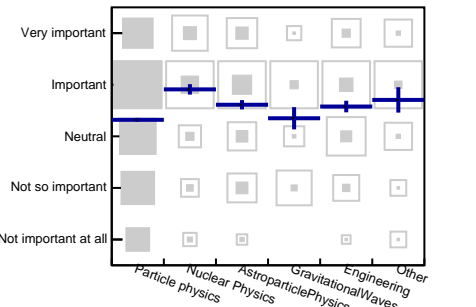
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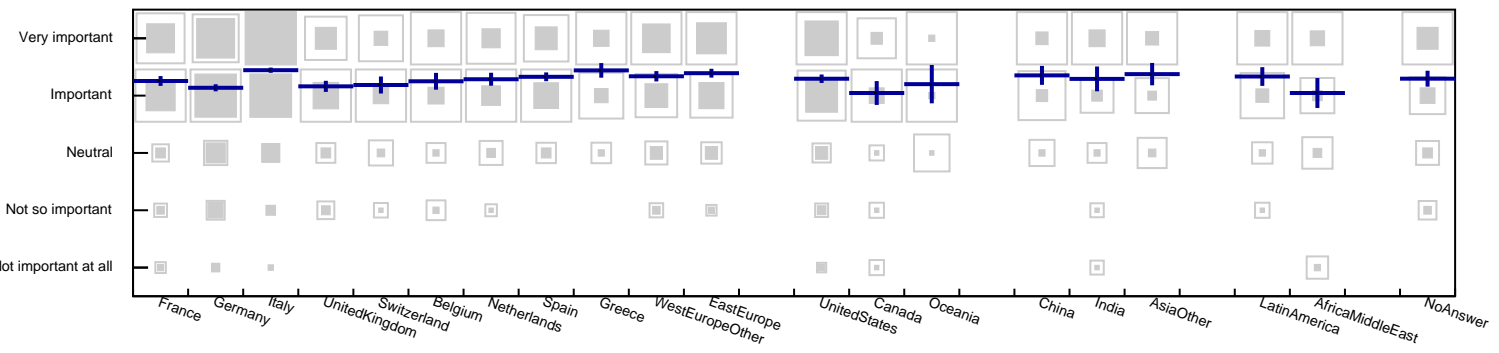
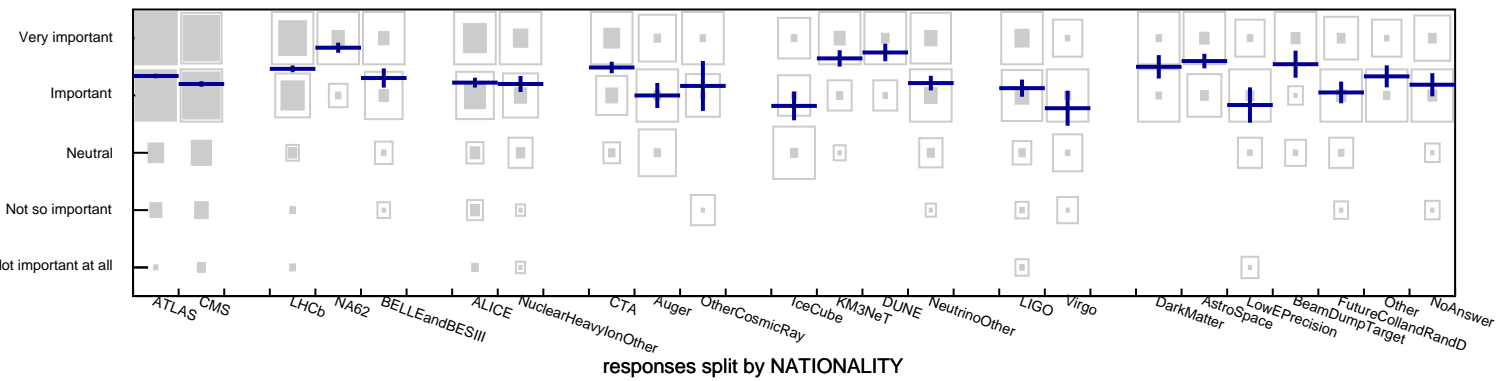
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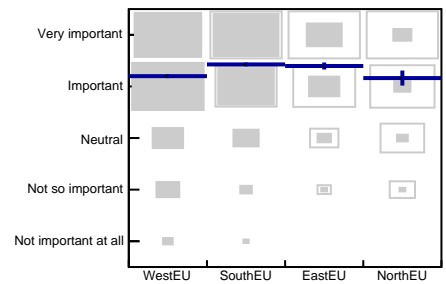
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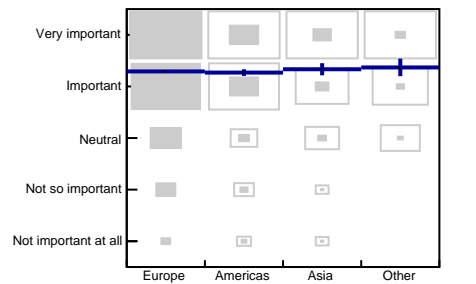
"Important to verify success: Being contact author for a publication" - by COLLABORATION



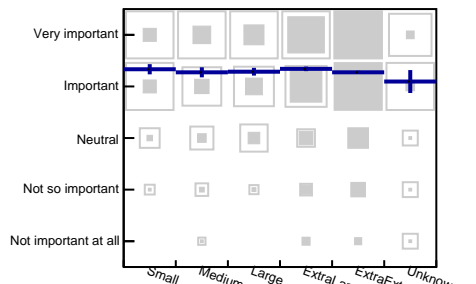
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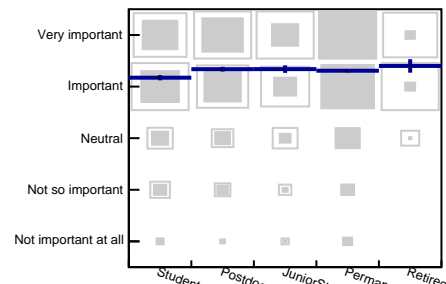
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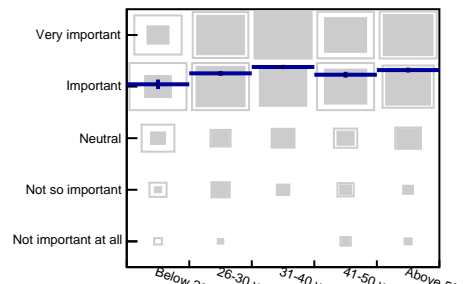
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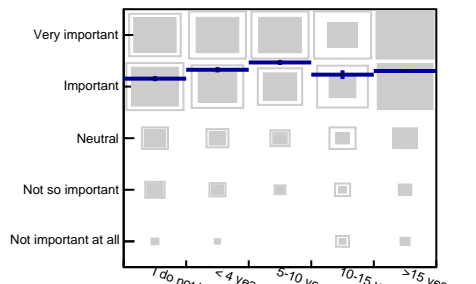
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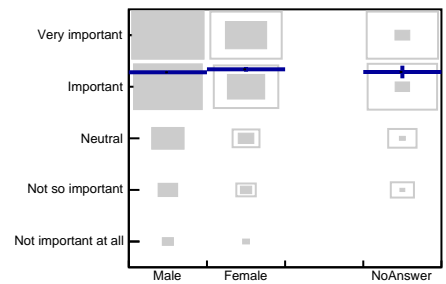
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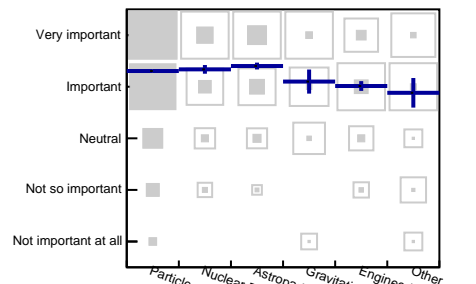
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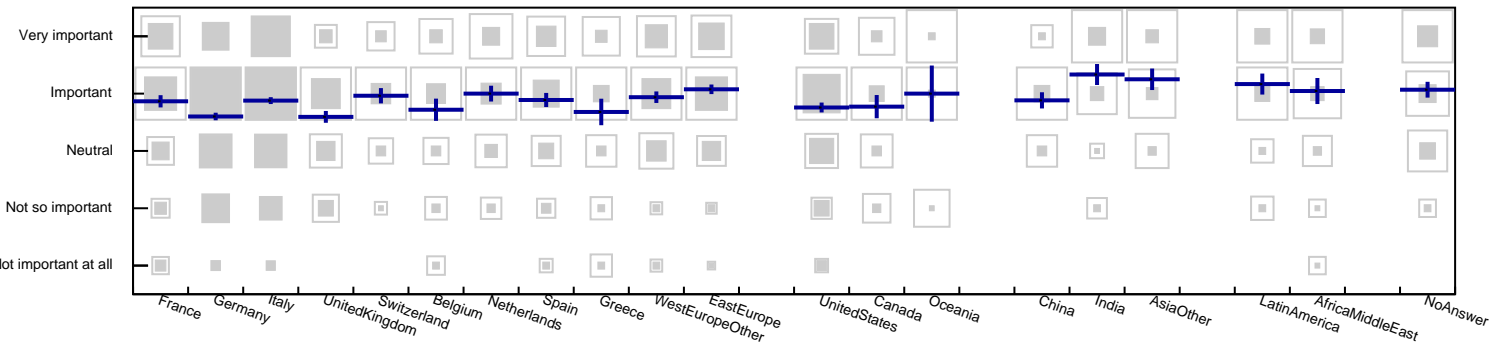
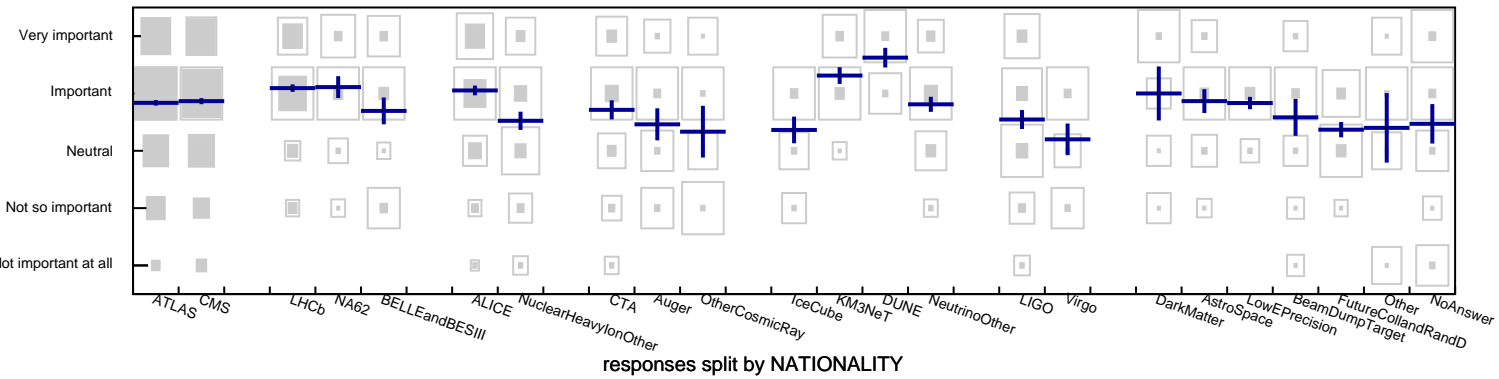
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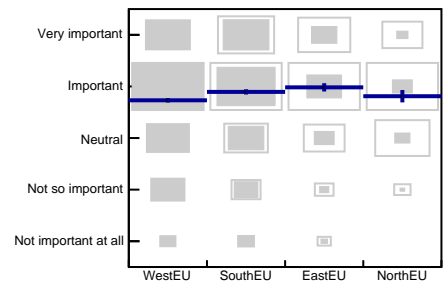
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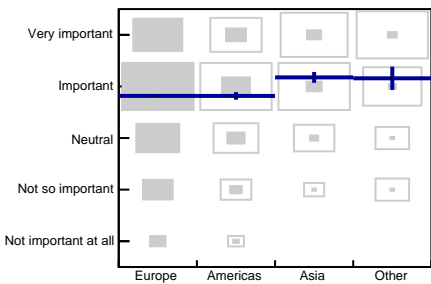
"Important to verify success: Authorship of internal notes" - by COLLABORATION



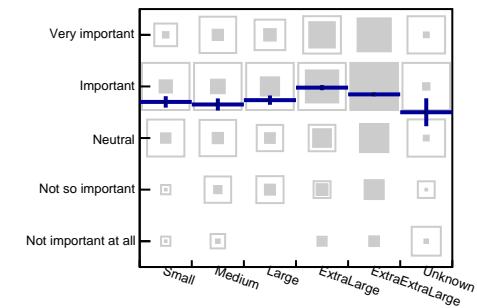
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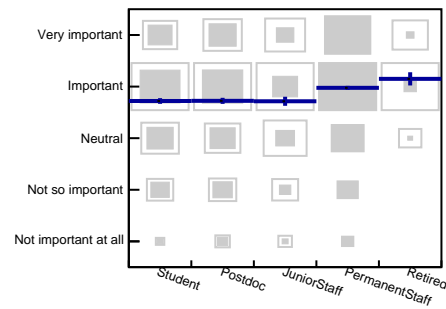
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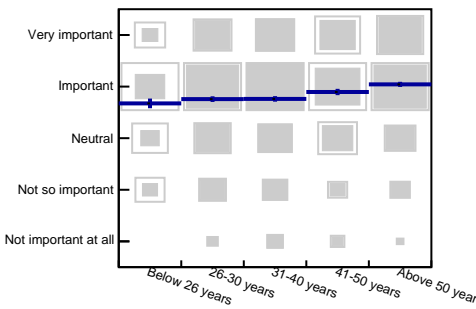
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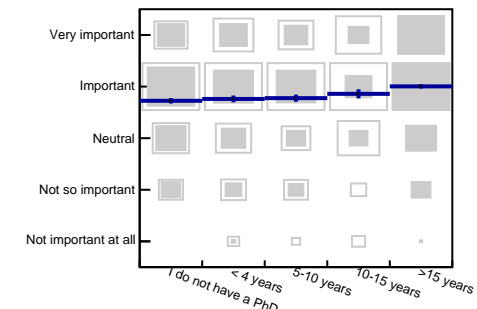
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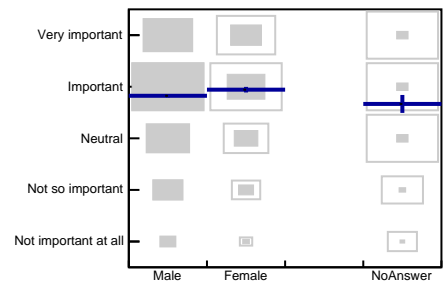
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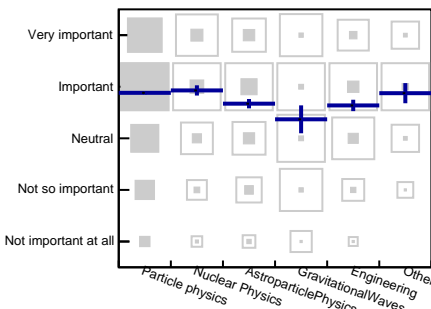
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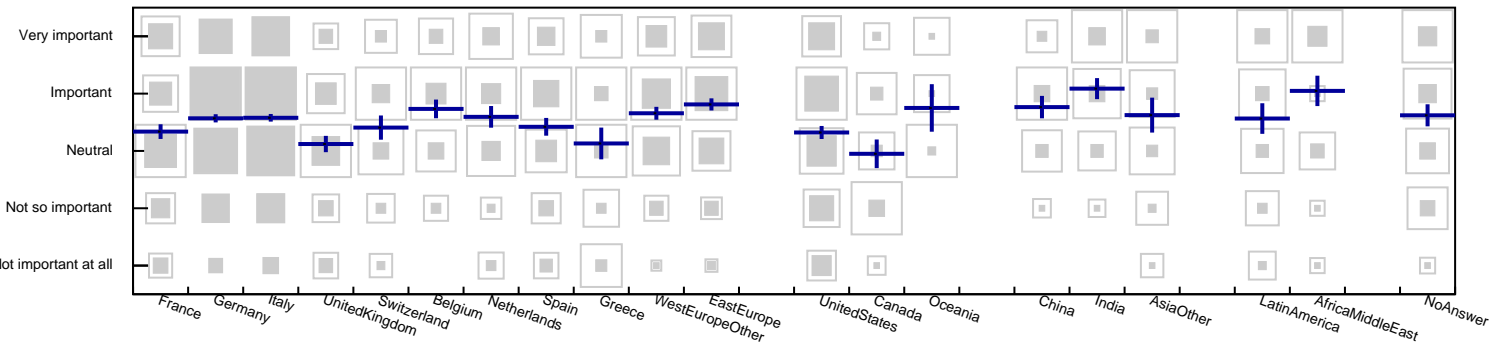
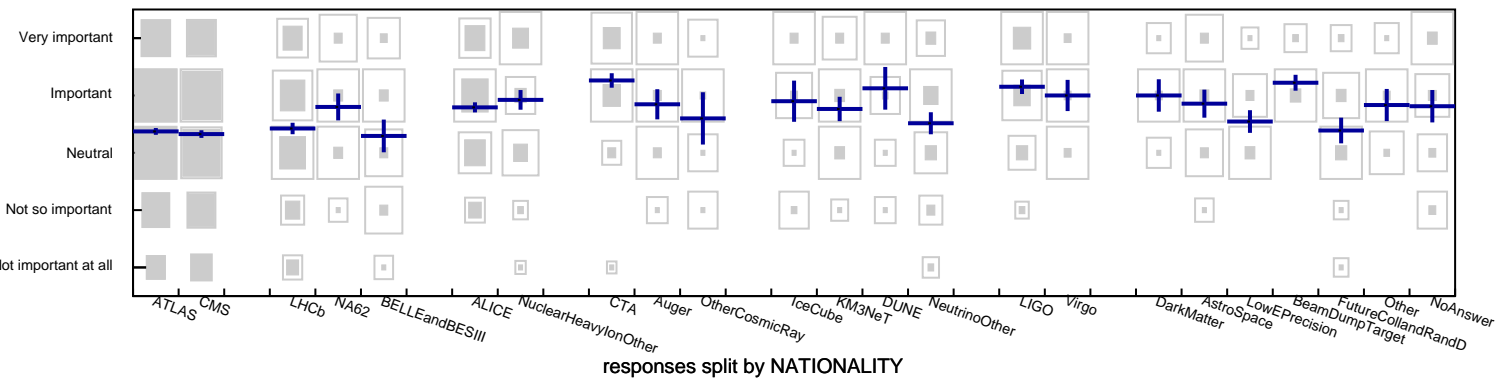
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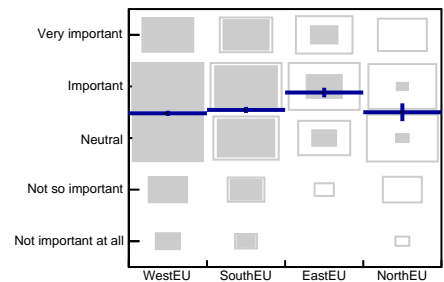
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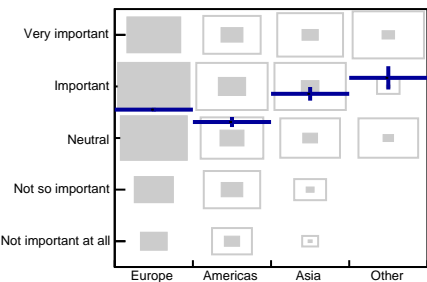
"Important to verify success: Authorship of few-author papers with results using Open Data" - by COLLABORATION



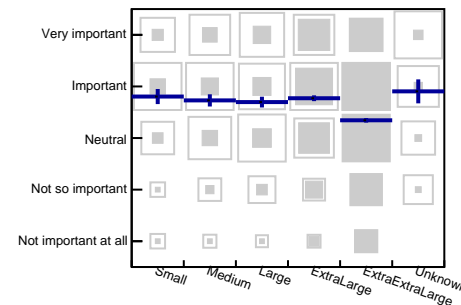
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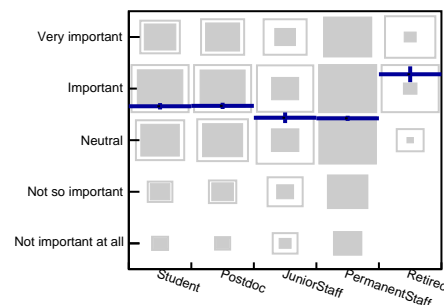
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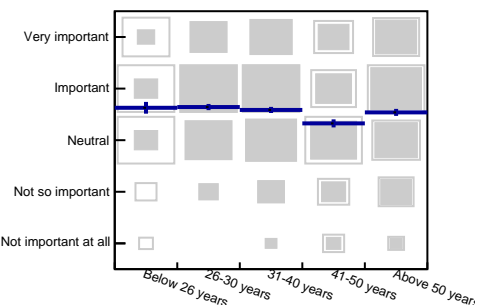
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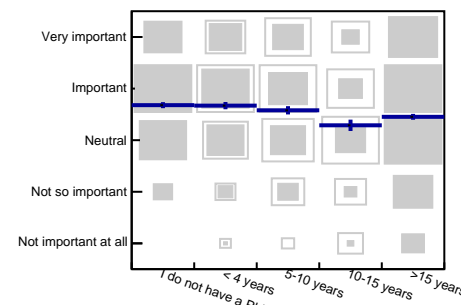
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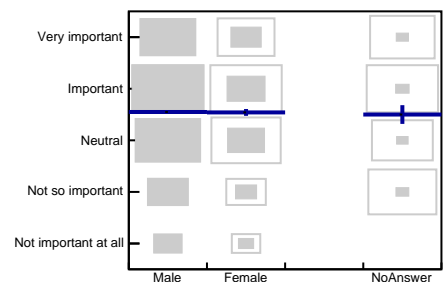
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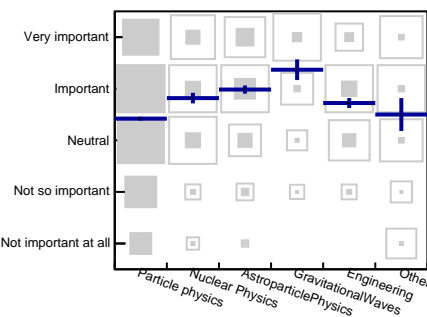
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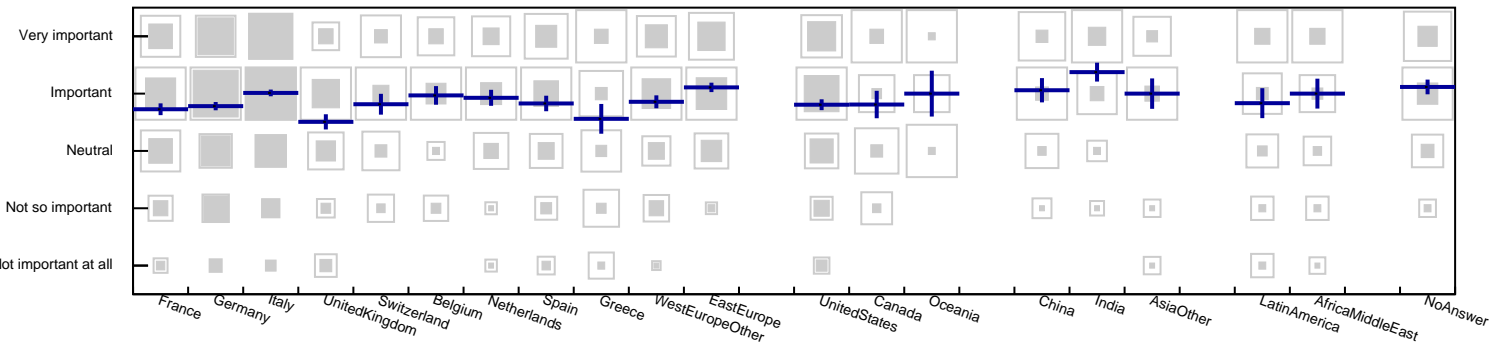
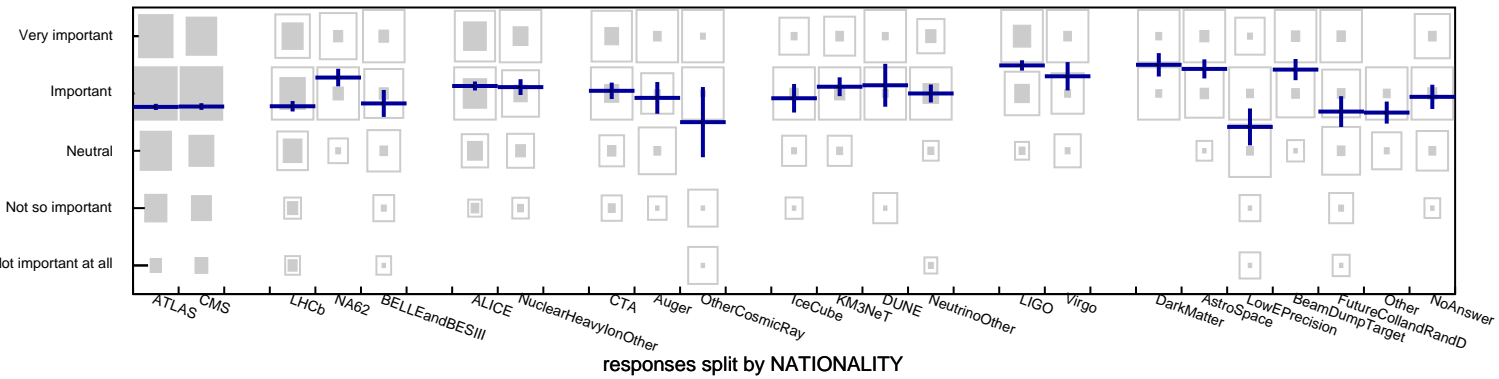
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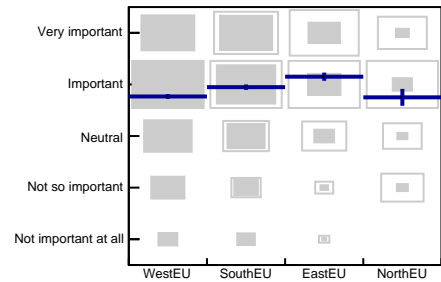
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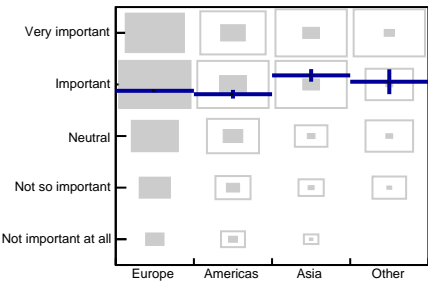
"Important to verify success: Number of citations received on few-author papers" - by COLLABORATION



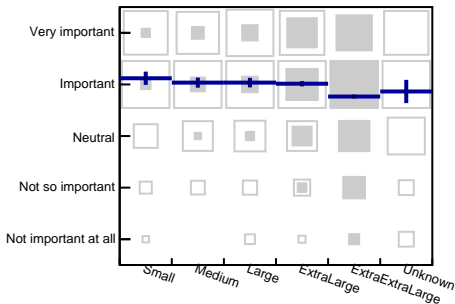
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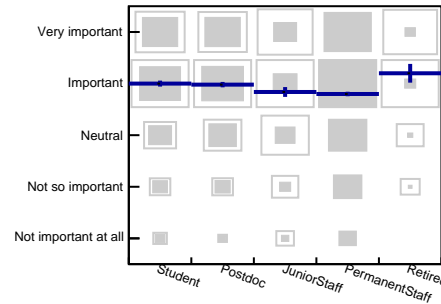
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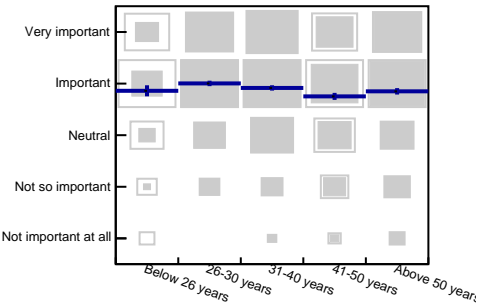
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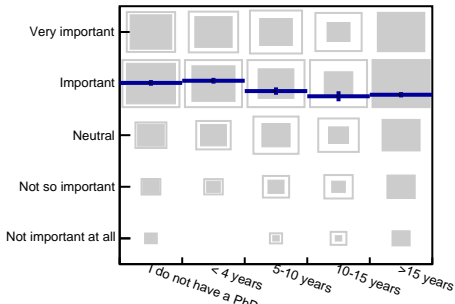
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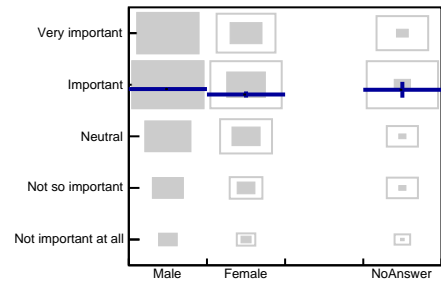
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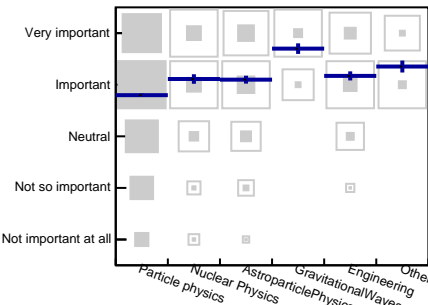
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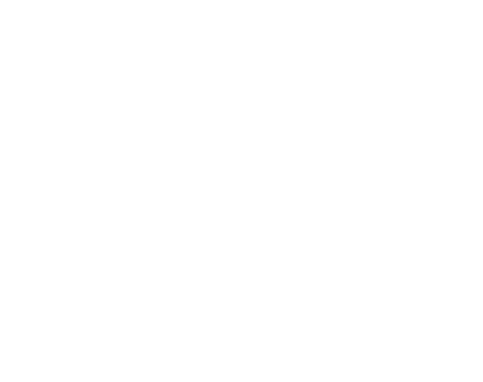
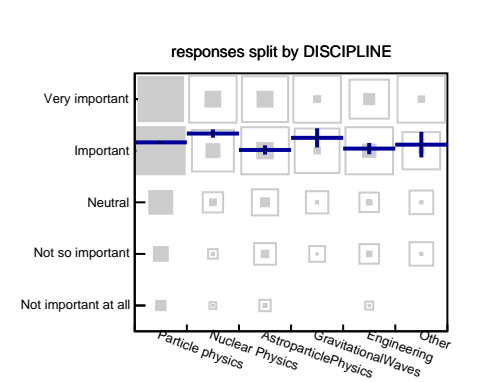
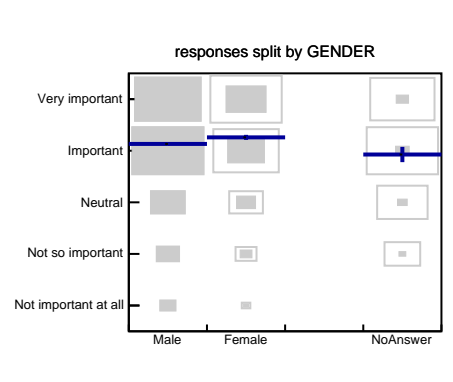
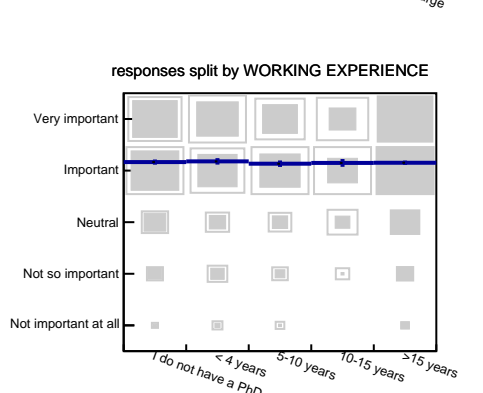
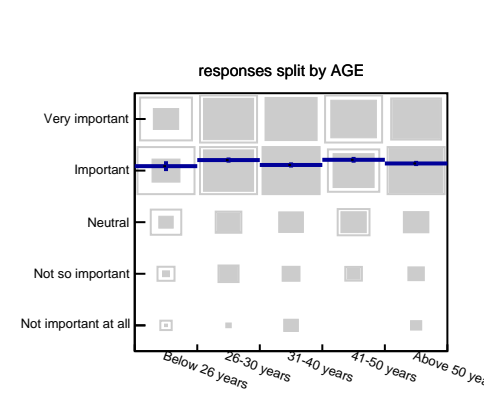
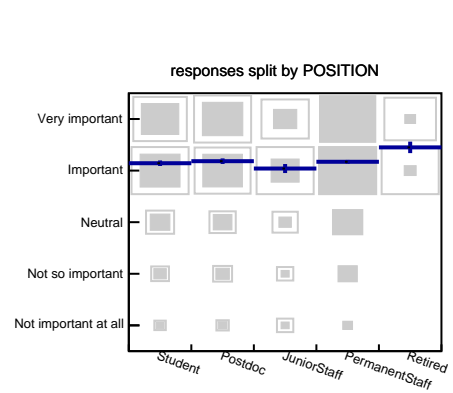
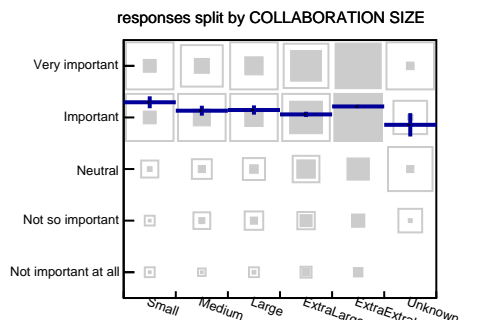
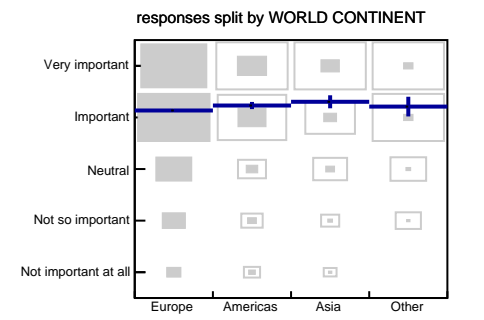
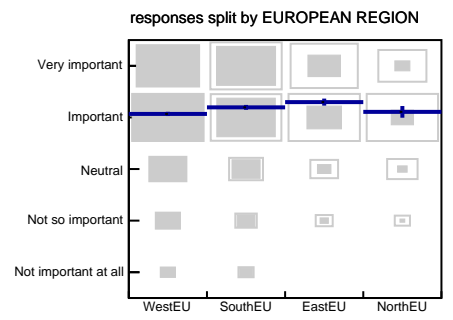
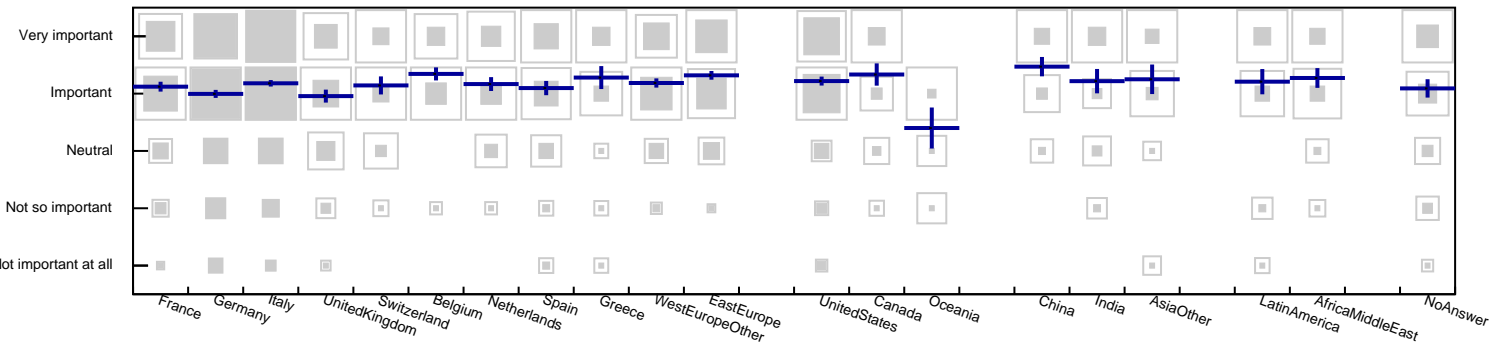
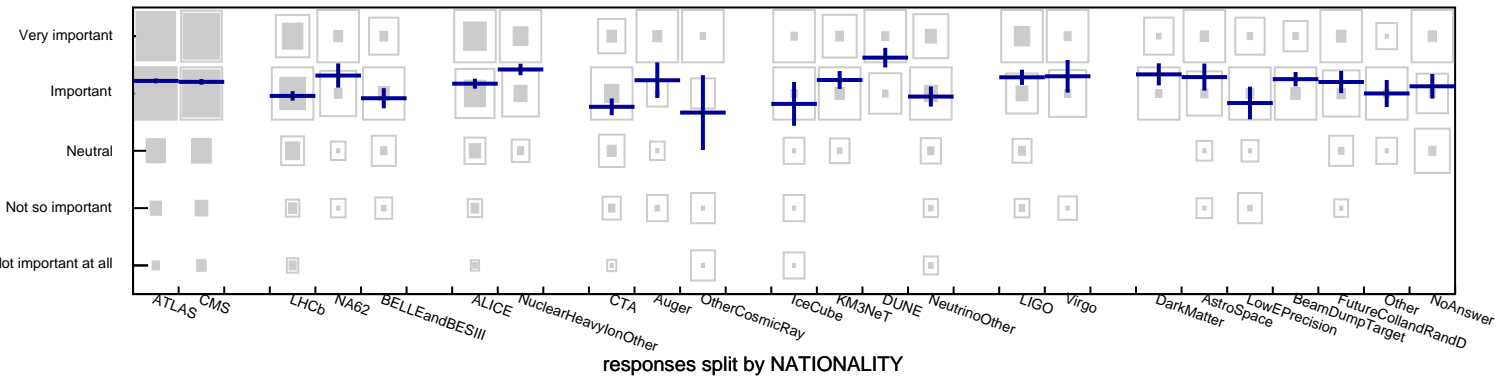
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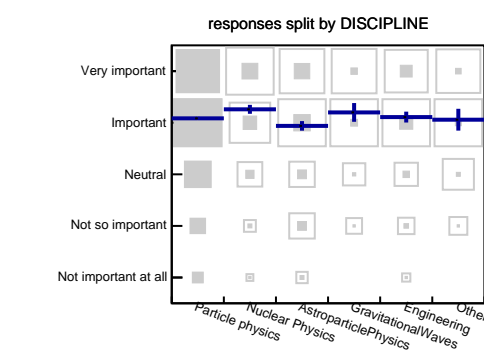
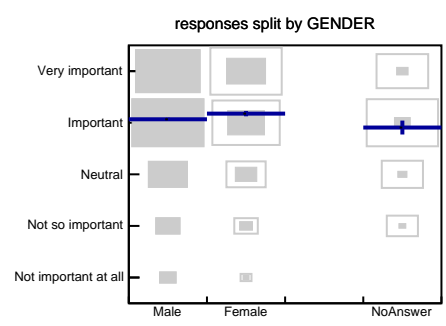
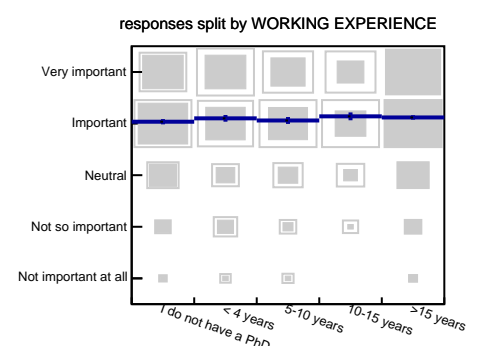
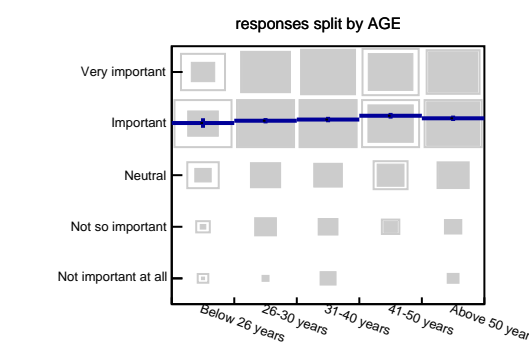
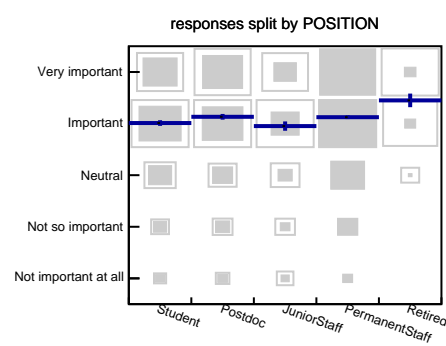
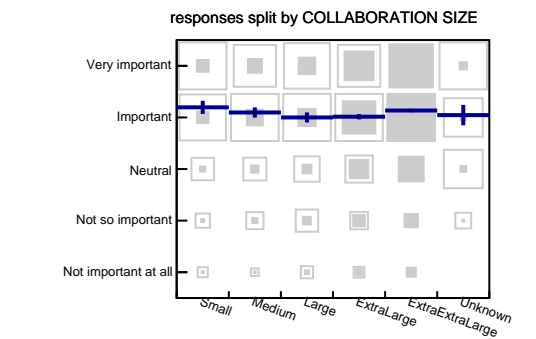
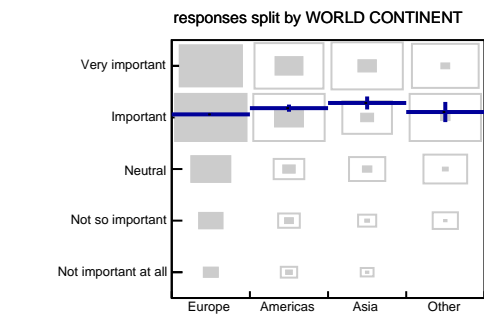
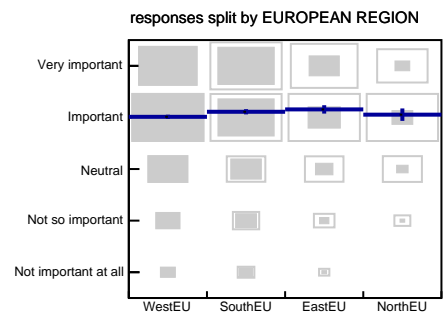
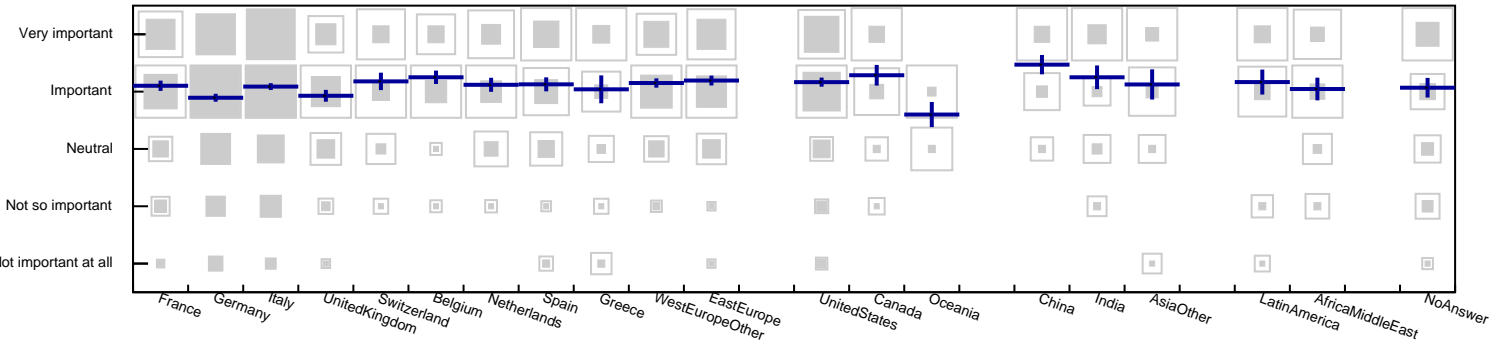
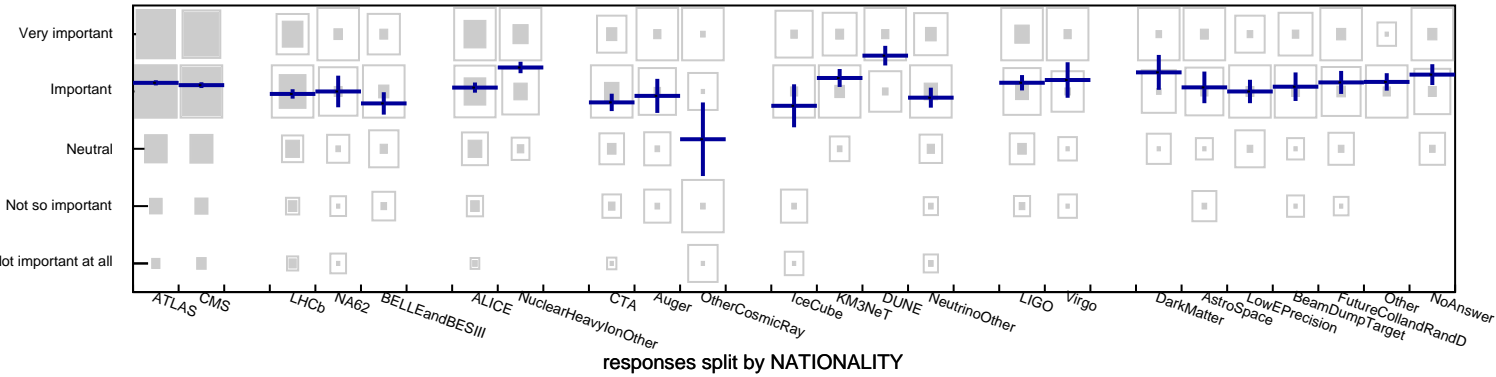
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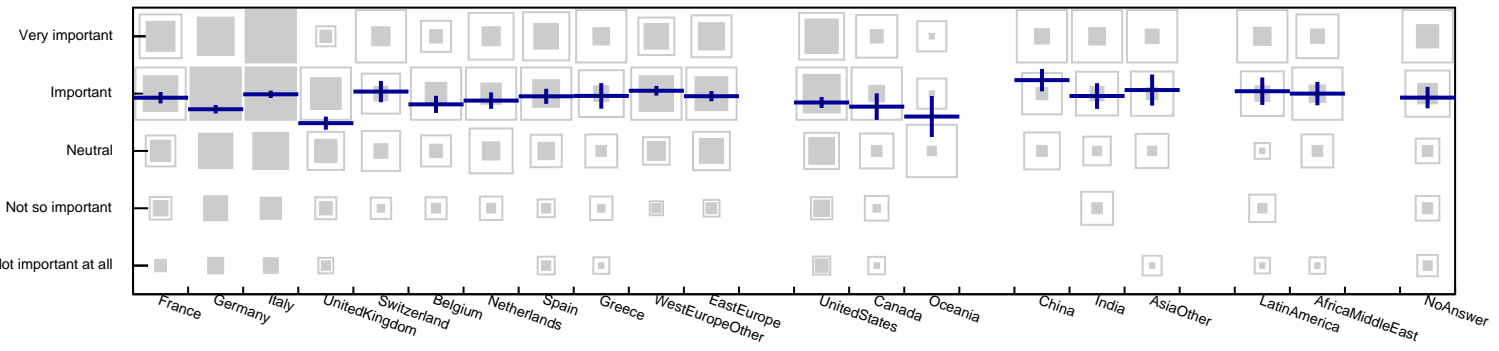
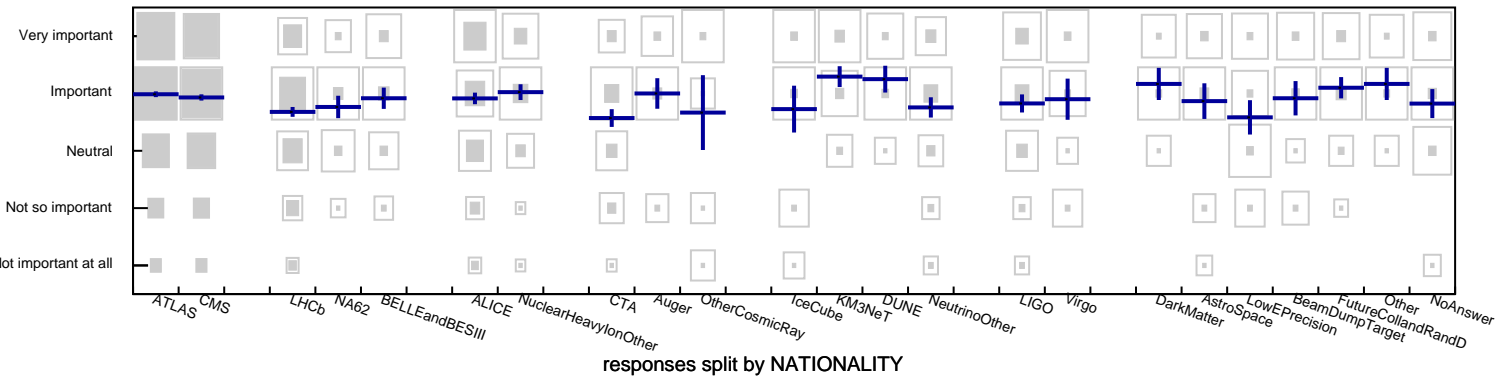
"Important to verify success: Receiving recognition for innovative work via an award" - by COLLABORATION



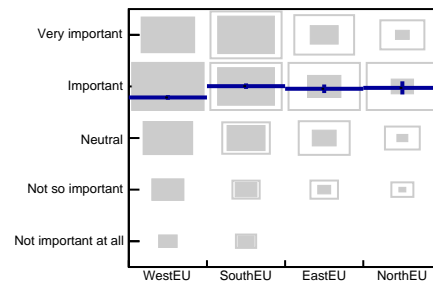
"Important to verify success: Receiving recognition for technical work via an award" - by COLLABORATION



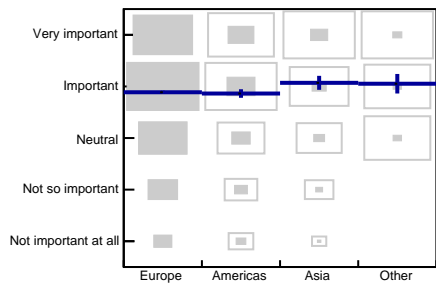
"Important to verify success: Receiving recognition for hard work via an award" - by COLLABORATION



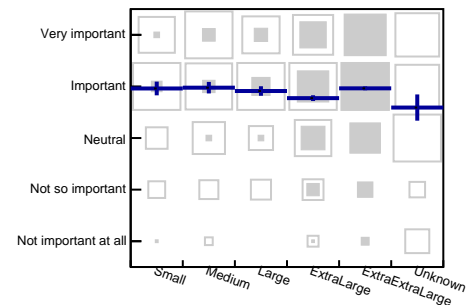
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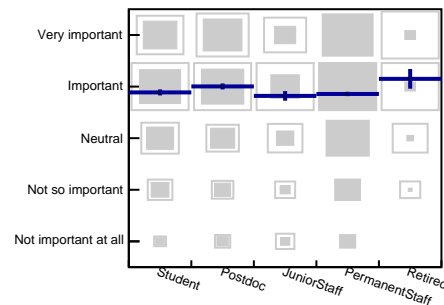
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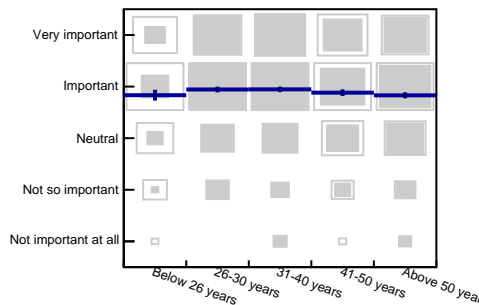
responses split by COLLABORATION SIZE



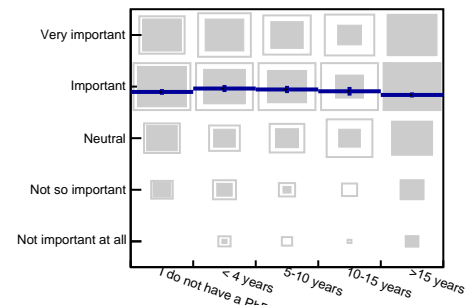
responses split by POSITION



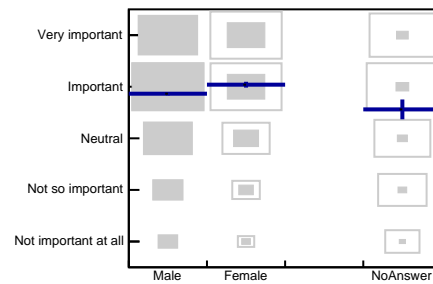
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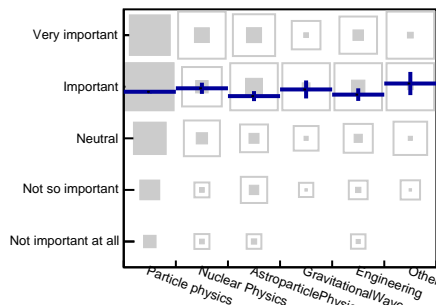
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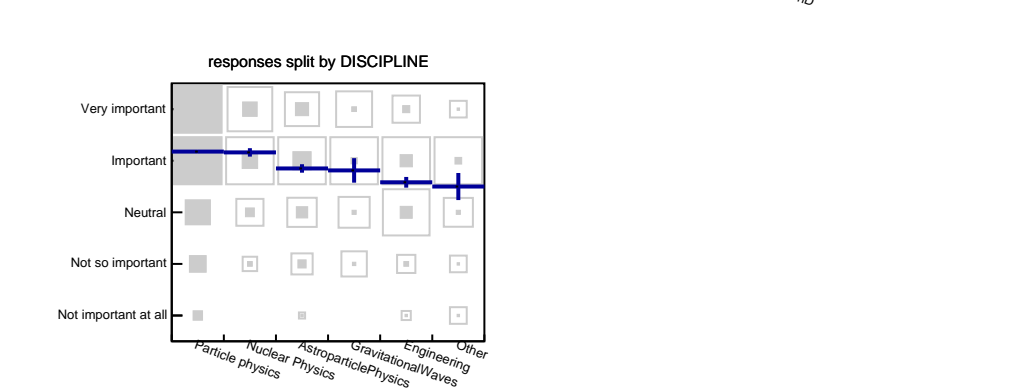
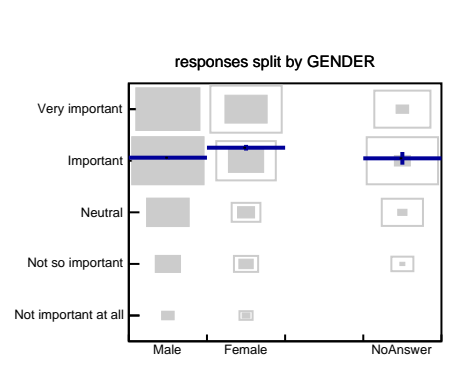
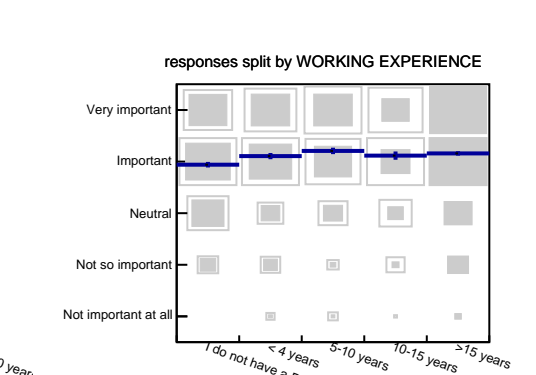
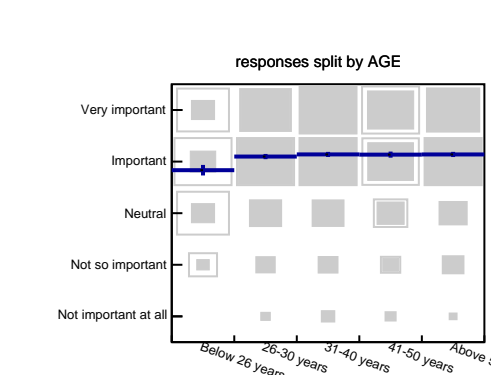
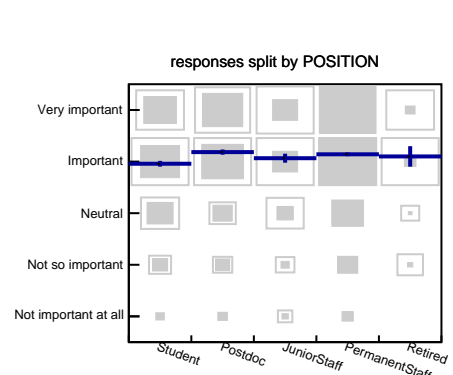
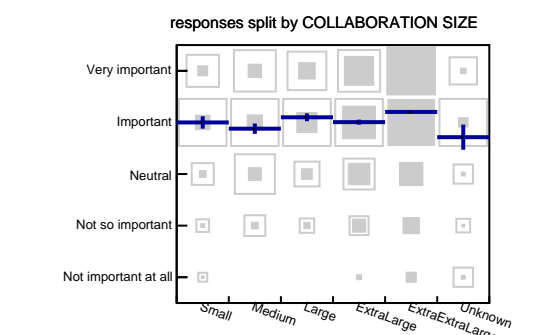
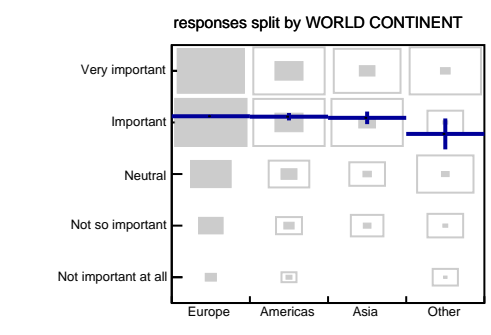
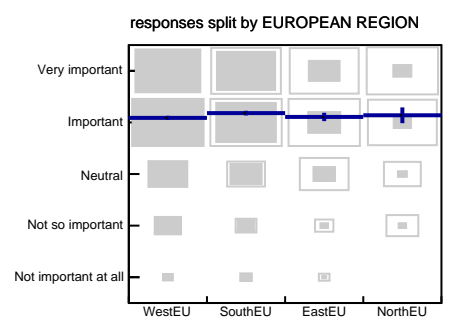
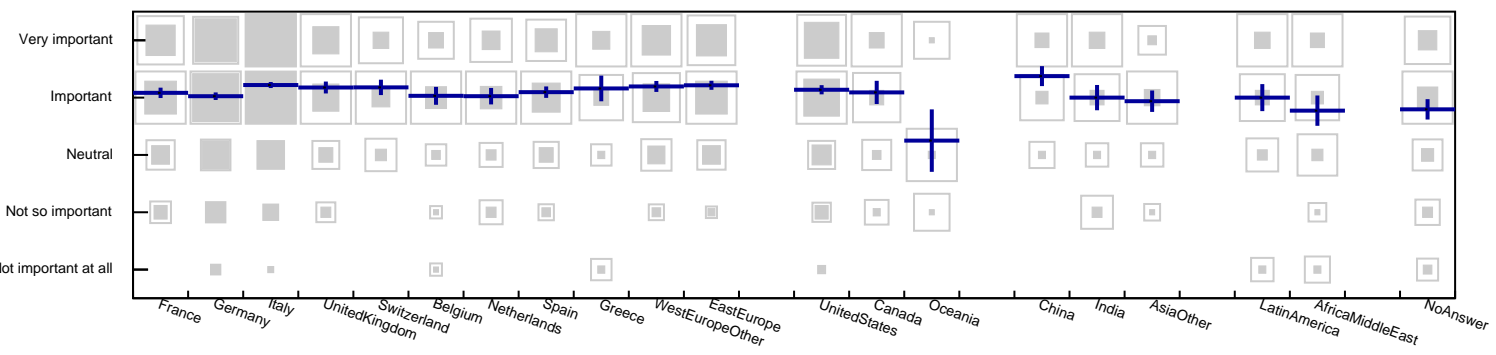
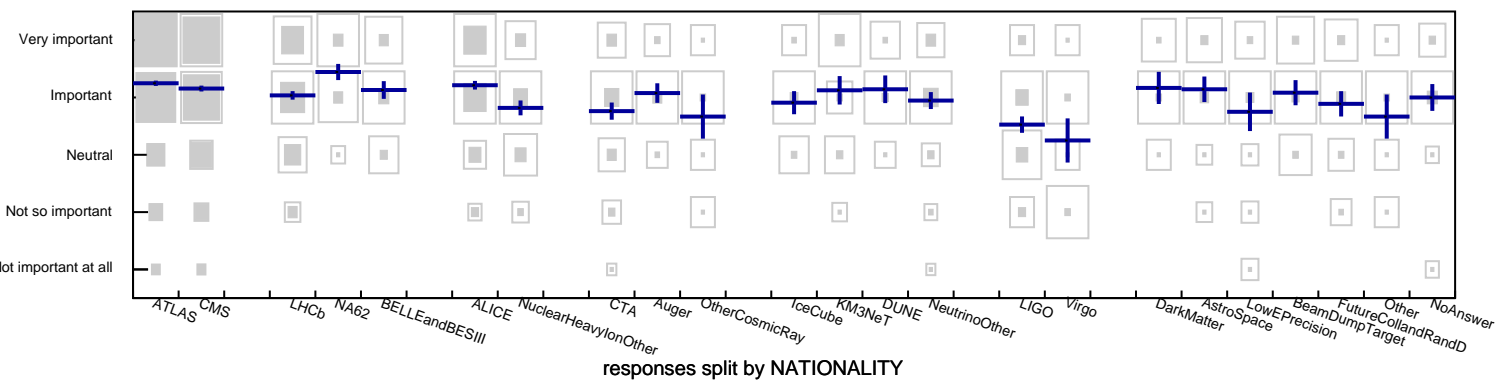
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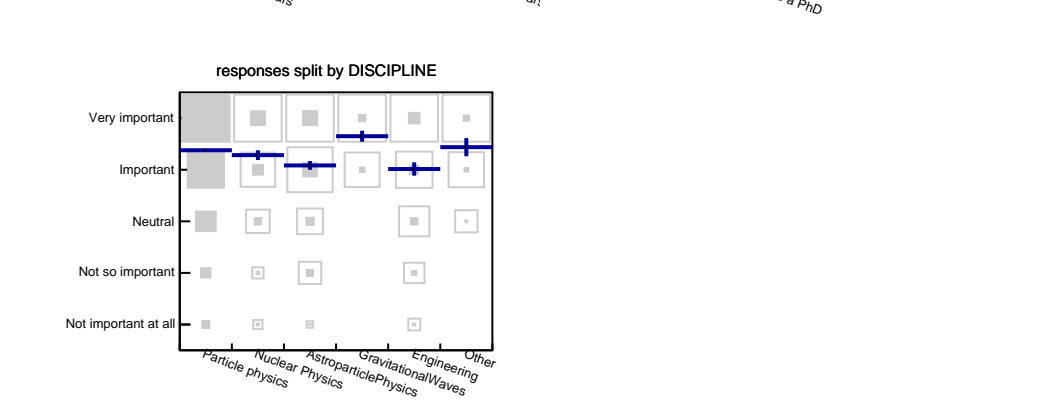
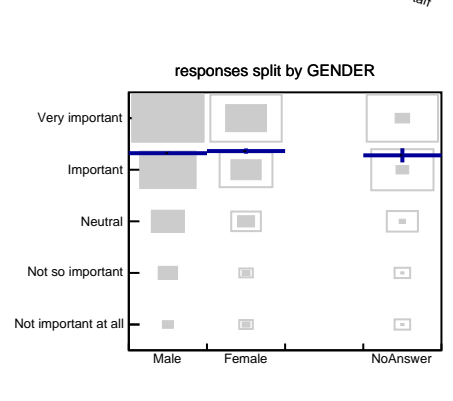
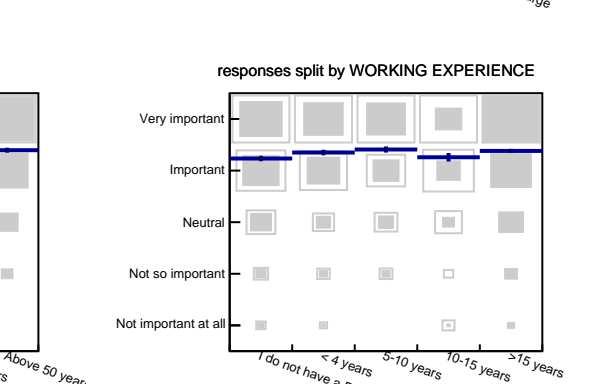
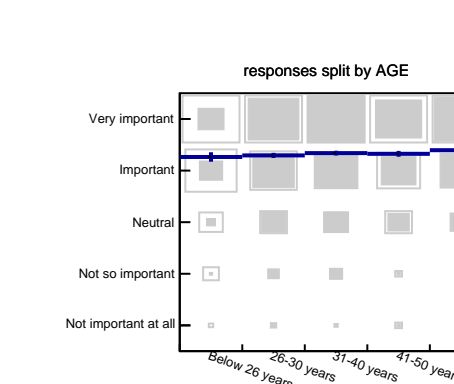
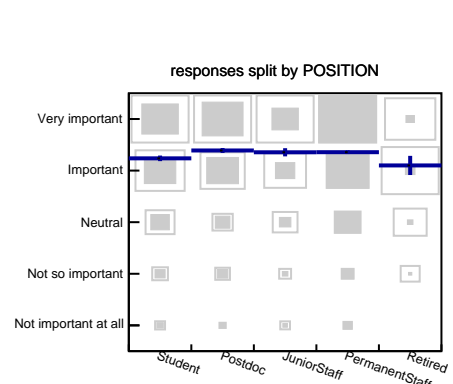
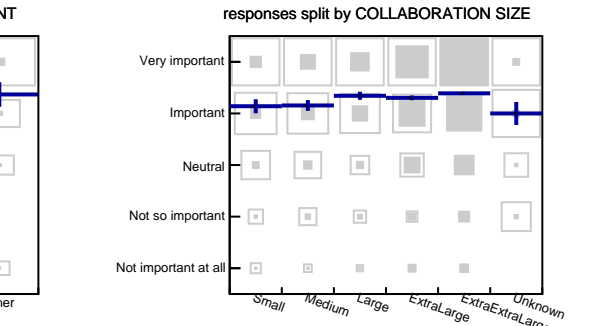
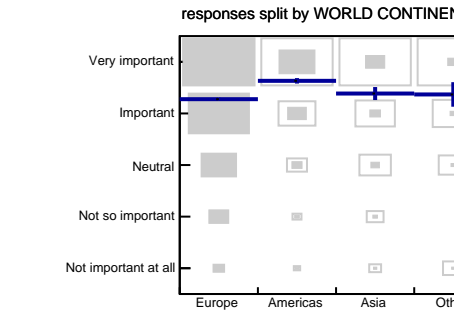
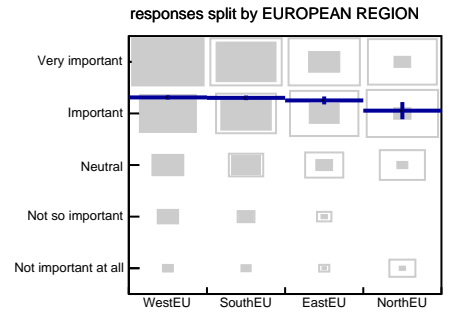
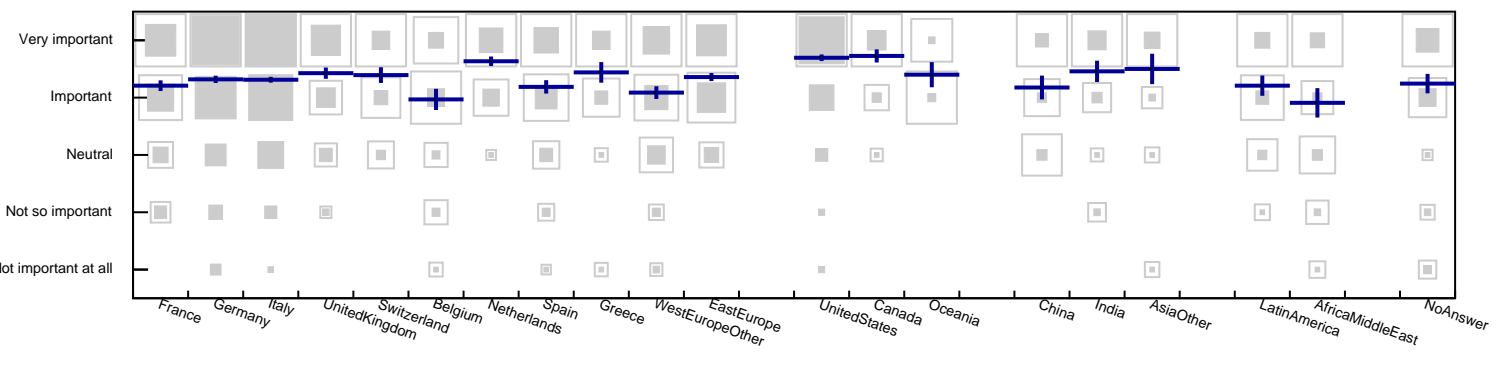
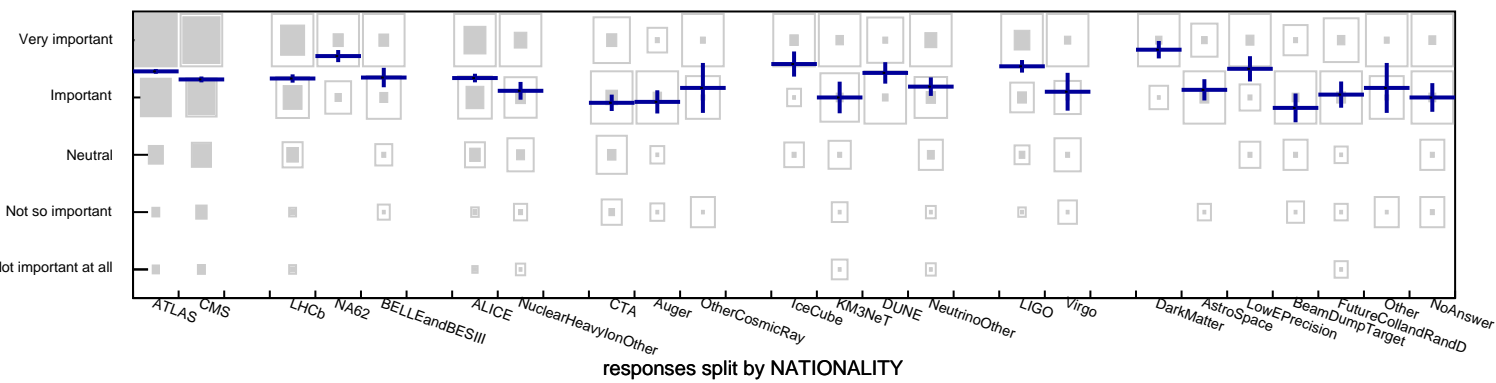
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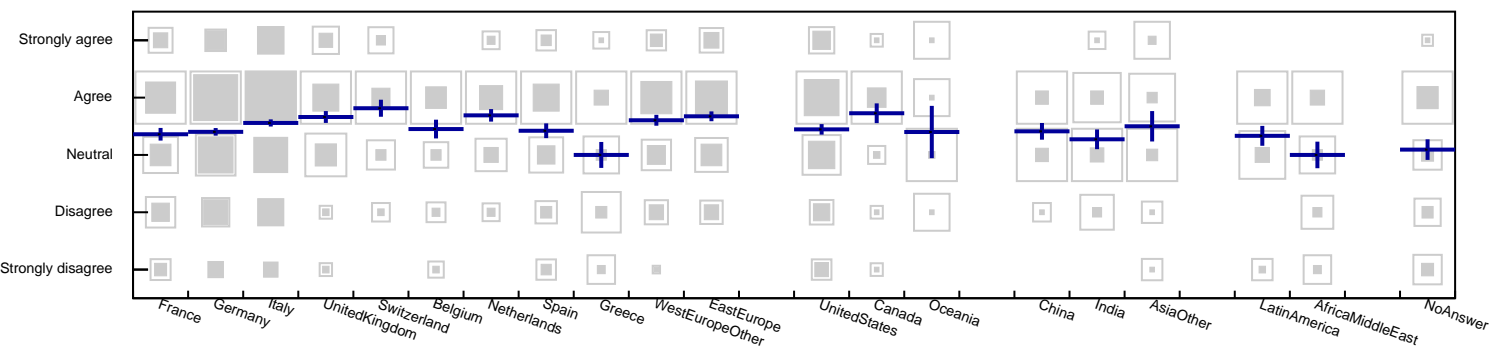
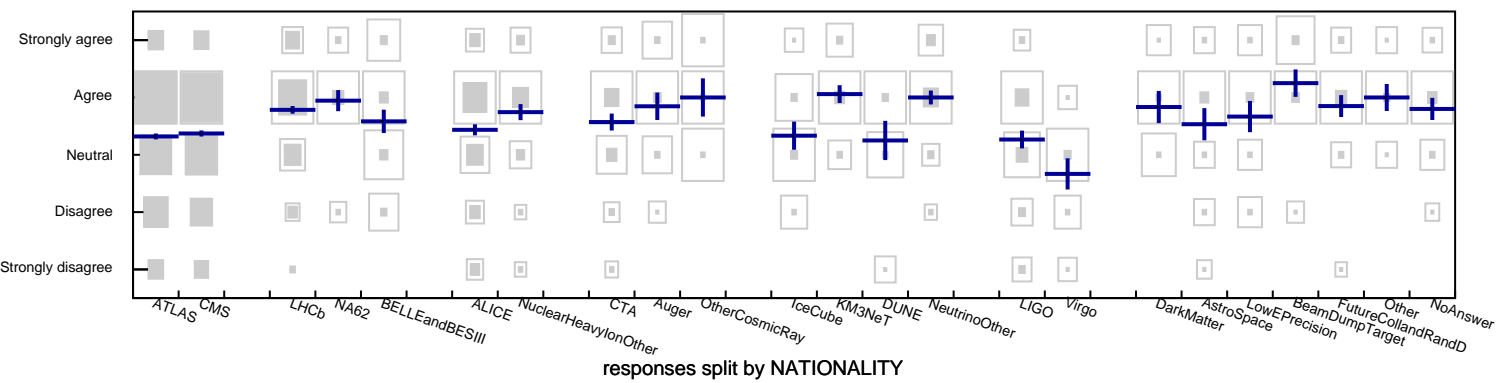
"Important to verify success: Selection as a convener or equivalent" - by COLLABORATION



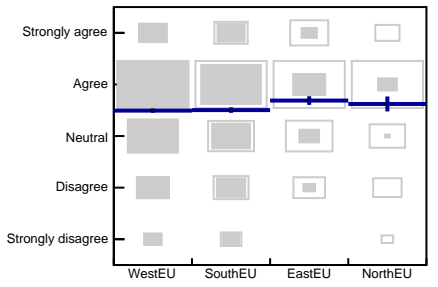
"Important to verify success: Excellent letters of reference" - by COLLABORATION



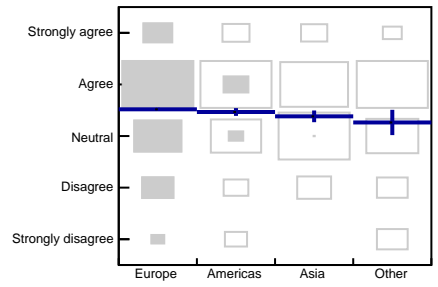
"Your individual contributions are recognized well among the members of your collaboration" - by COLLABORATION



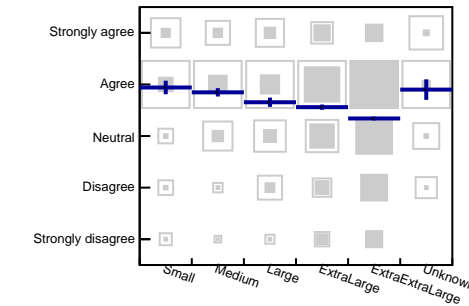
responses split by EUROPEAN REGION



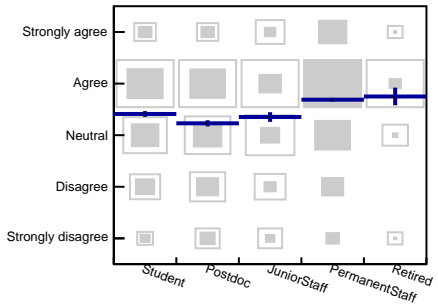
responses split by WORLD CONTINENT



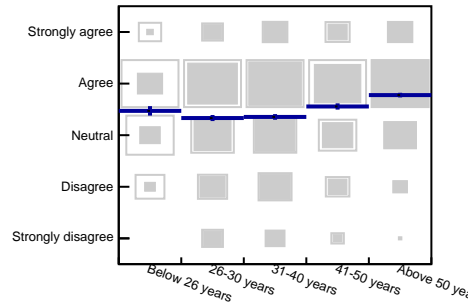
responses split by COLLABORATION SIZE



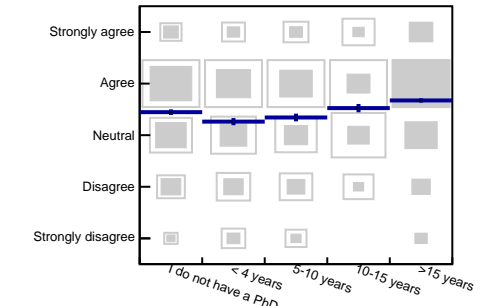
responses split by POSITION



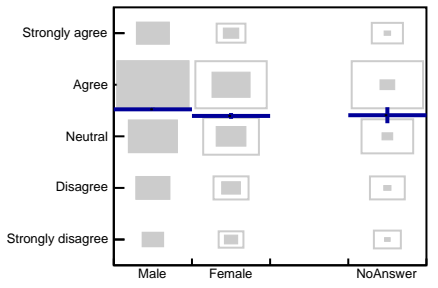
responses split by AGE



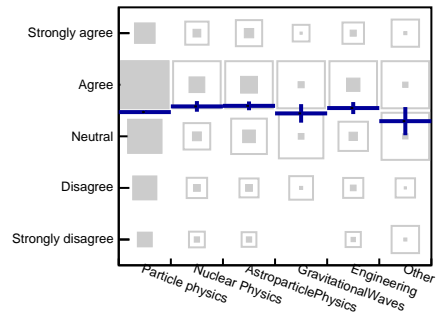
responses split by WORKING EXPERIENCE



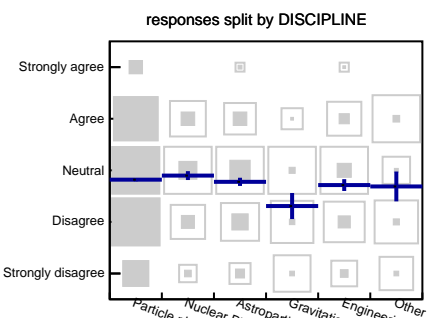
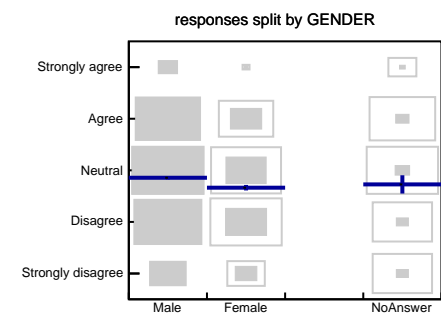
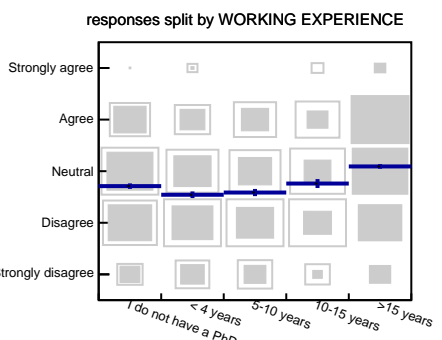
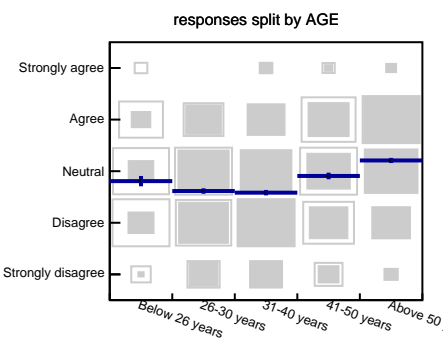
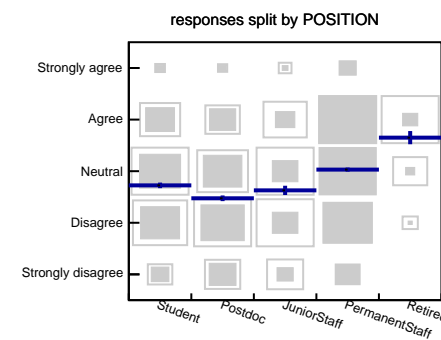
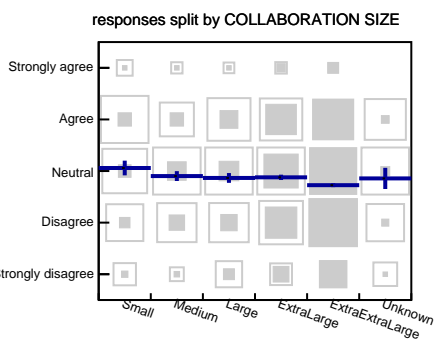
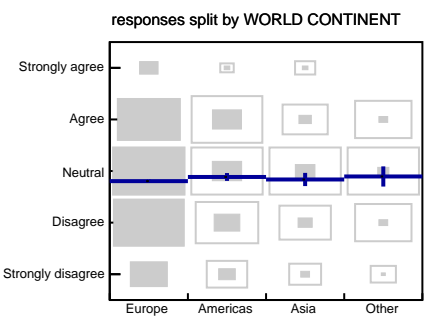
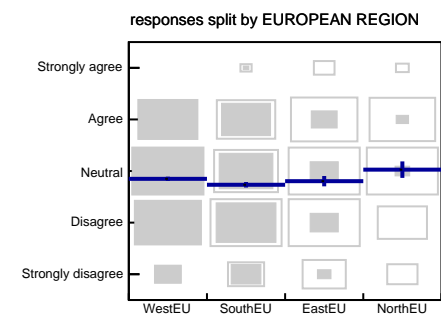
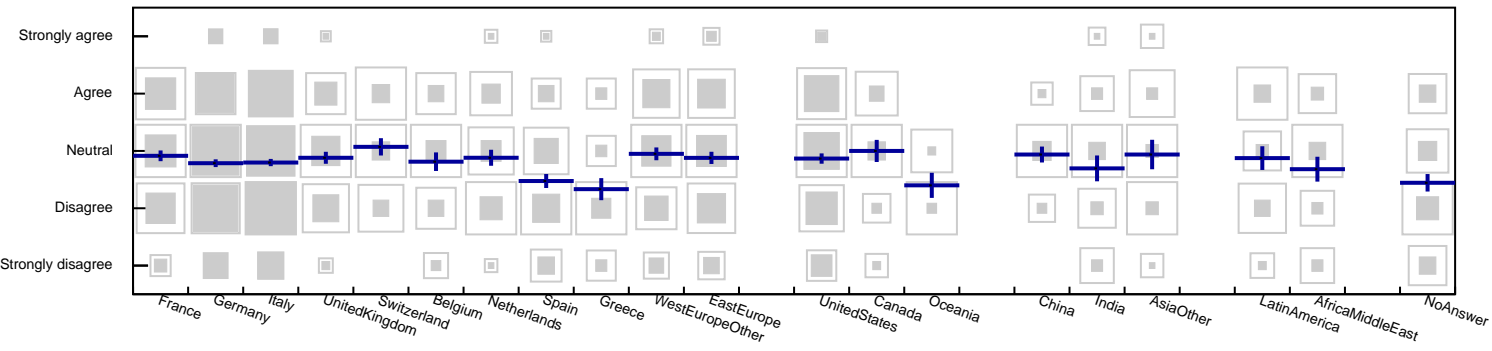
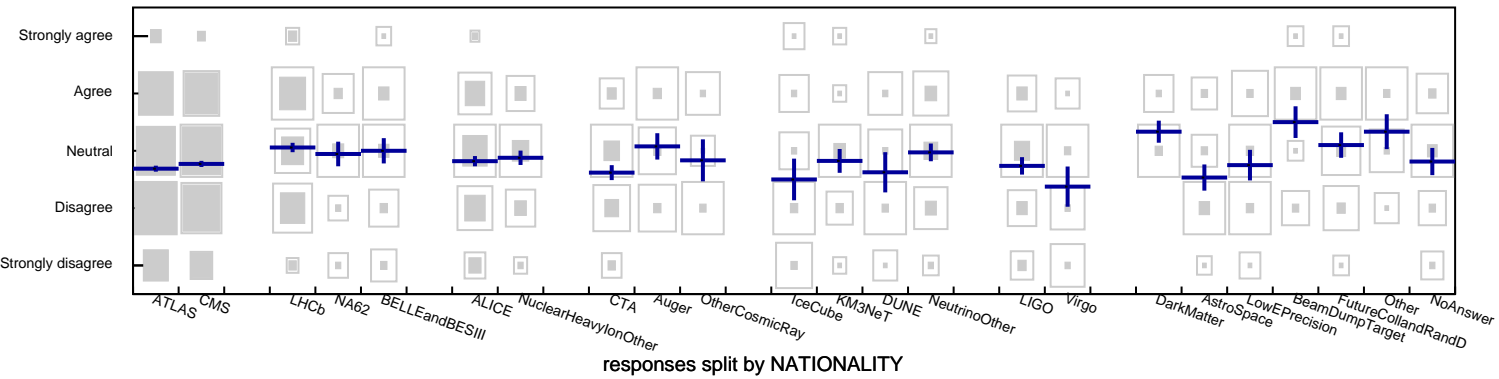
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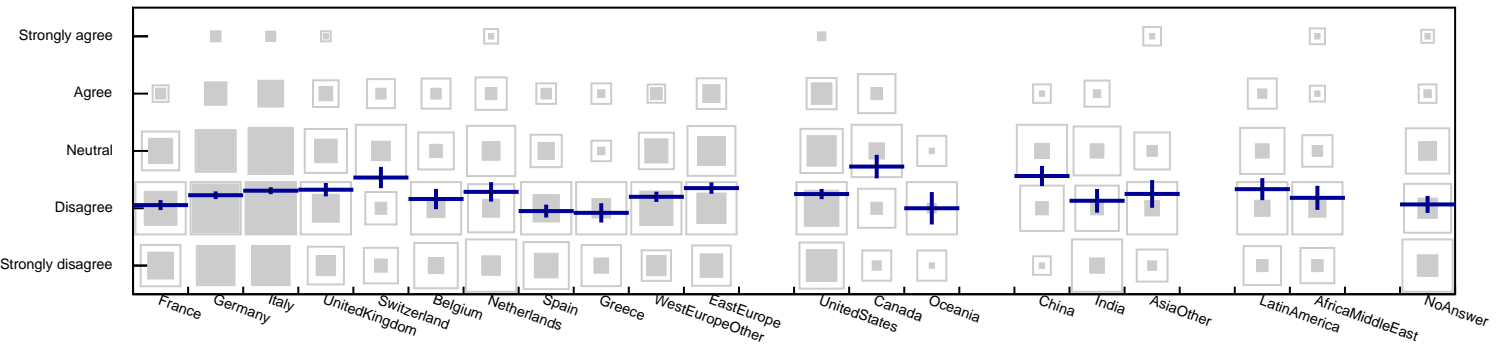
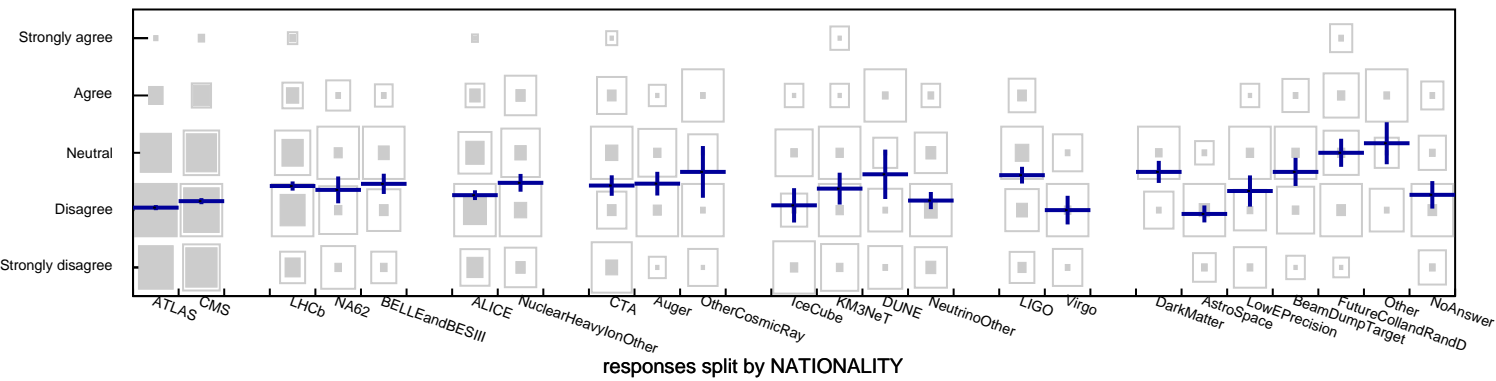
responses split by DISCIPLINE



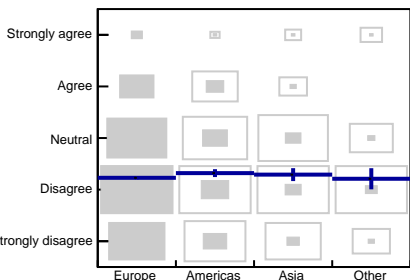
"The high-energy physics scientific community outside my collaboration is provided with sufficient information to assess me" - by COLLABORATION



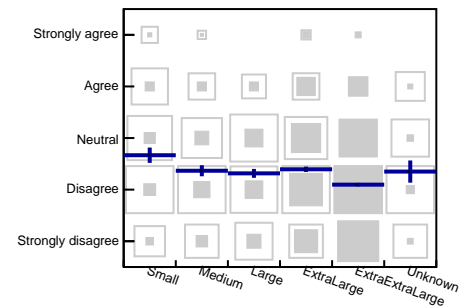
"The non-HEP scientific community is provided with sufficient information to assess me" - by COLLABORATION



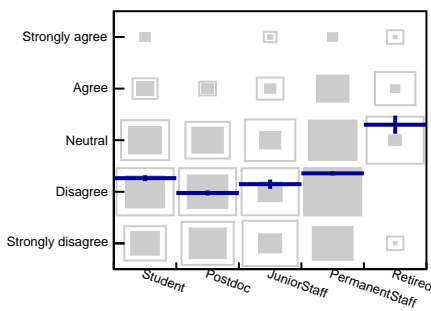
responses split by WORLD CONTINENT



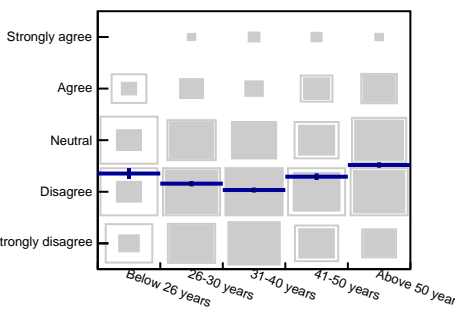
responses split by COLLABORATION SIZE



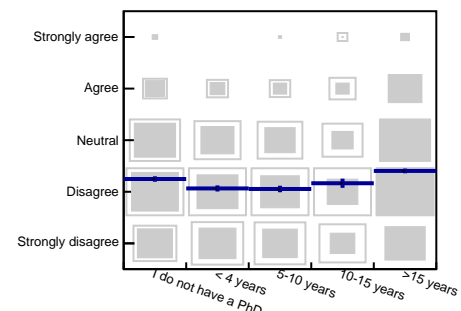
responses split by POSITION



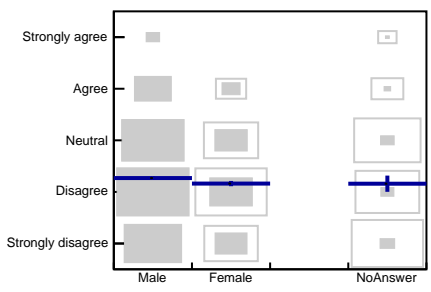
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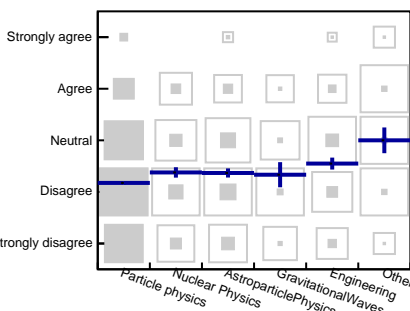
responses split by WORKING EXPERIENCE



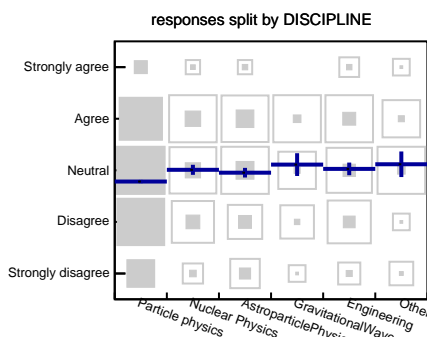
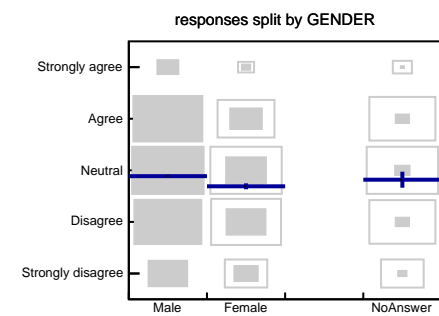
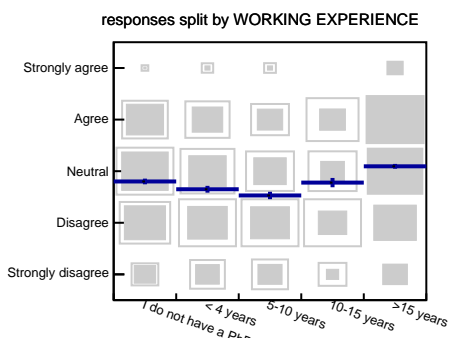
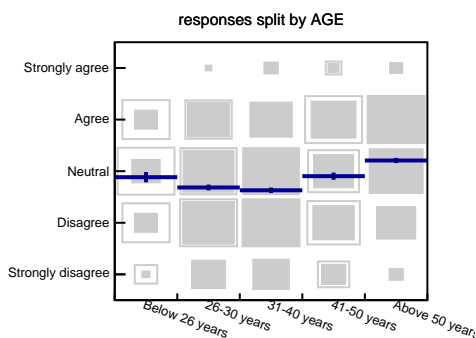
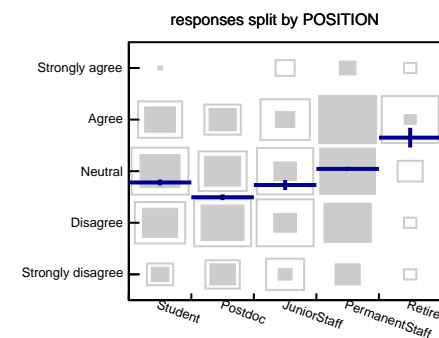
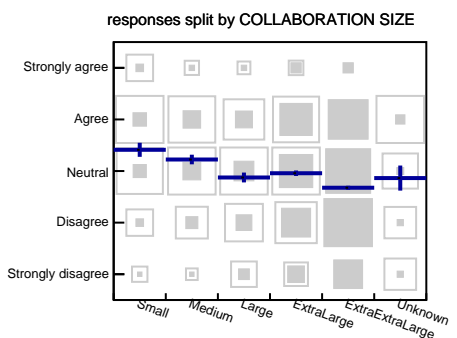
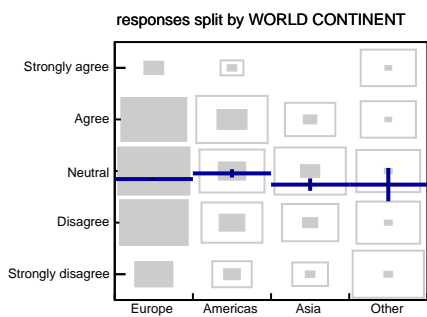
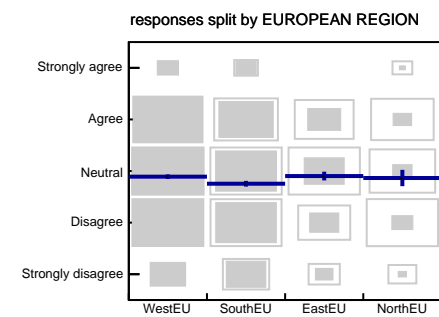
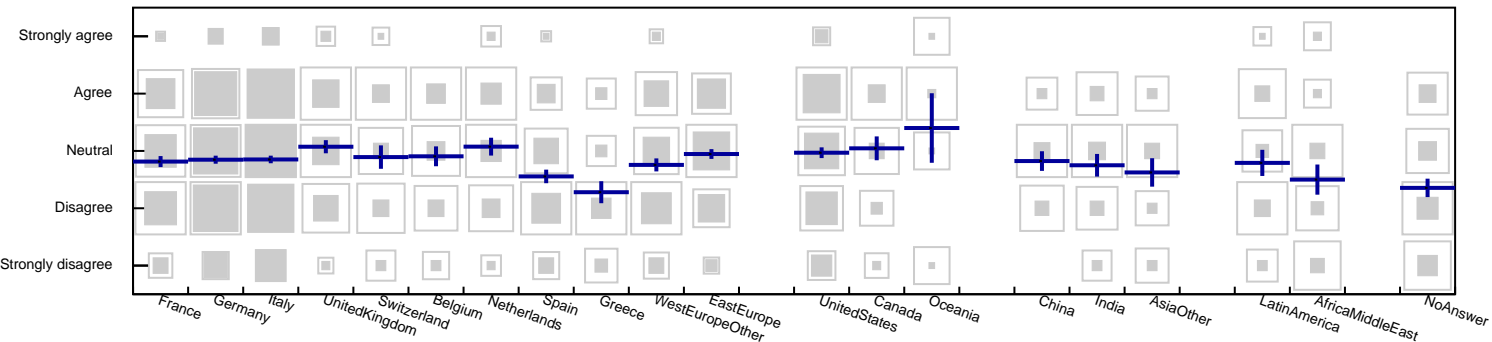
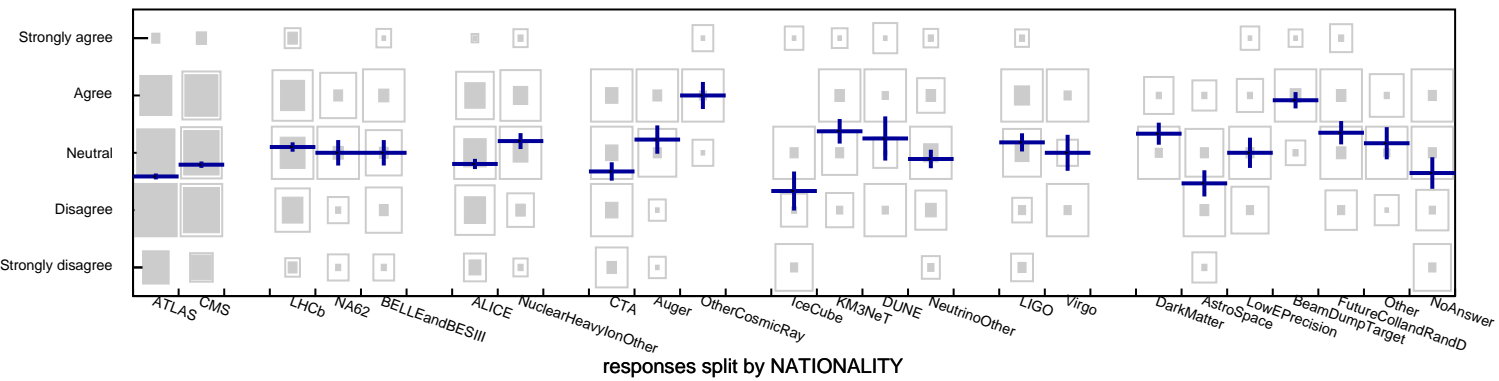
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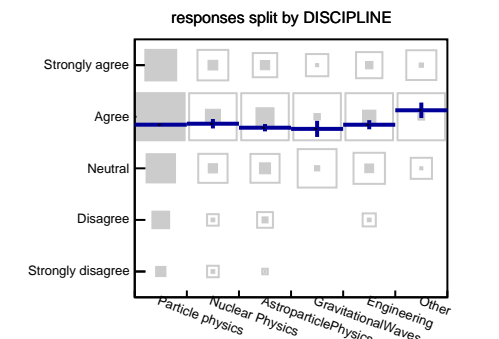
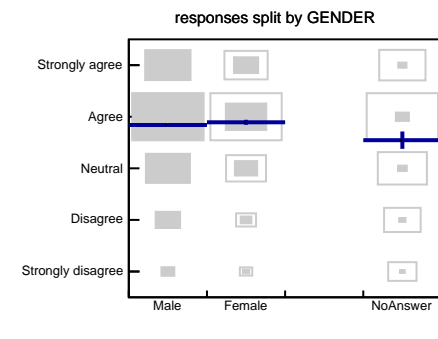
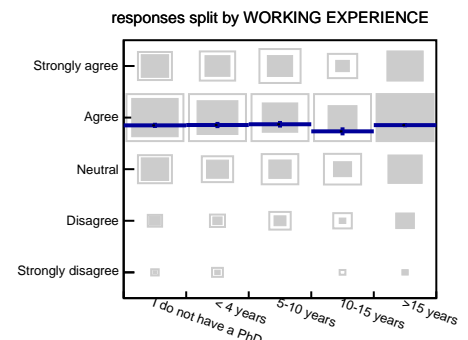
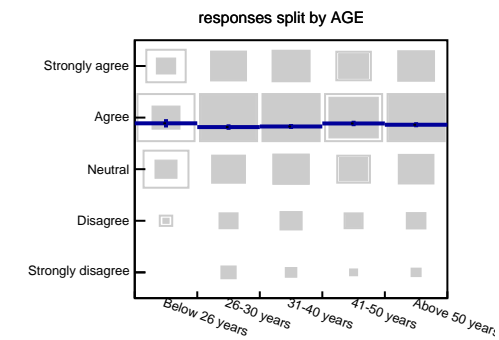
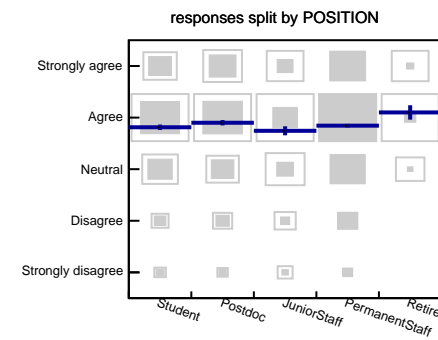
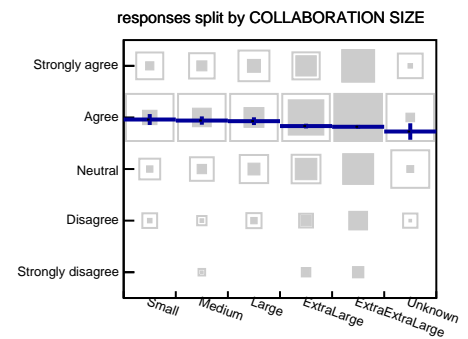
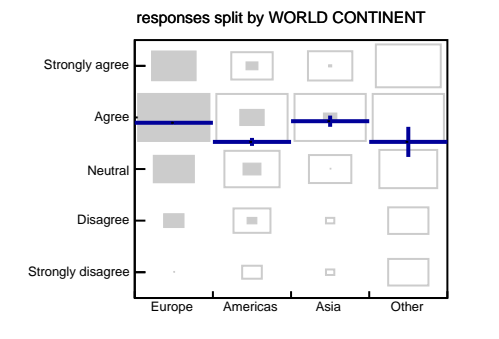
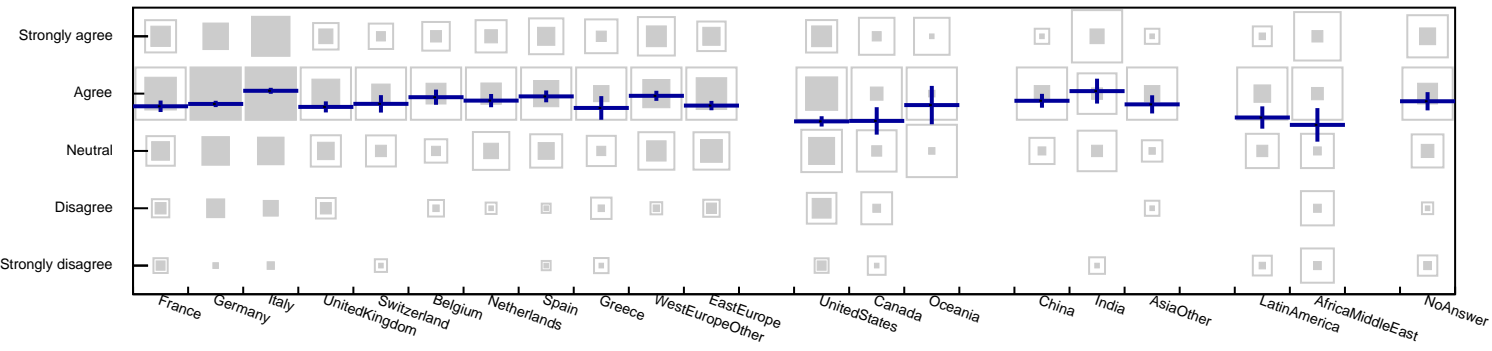
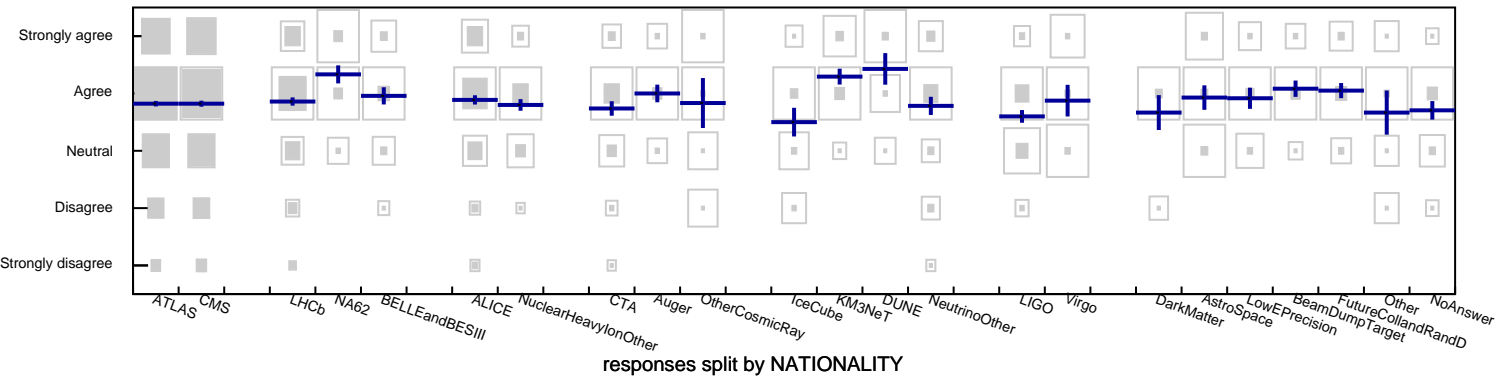
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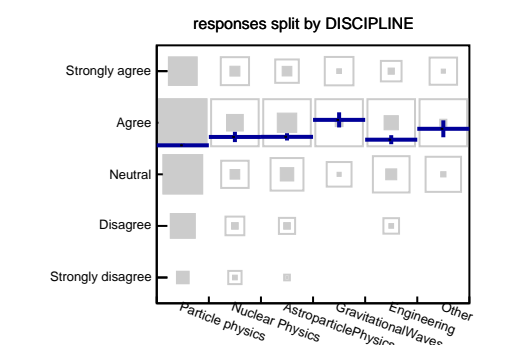
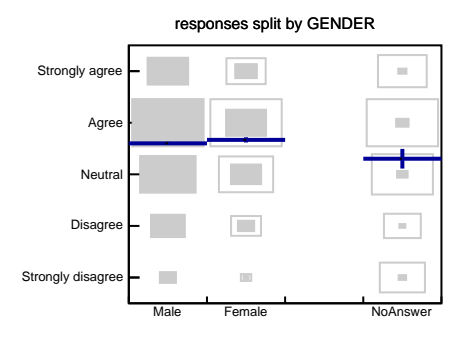
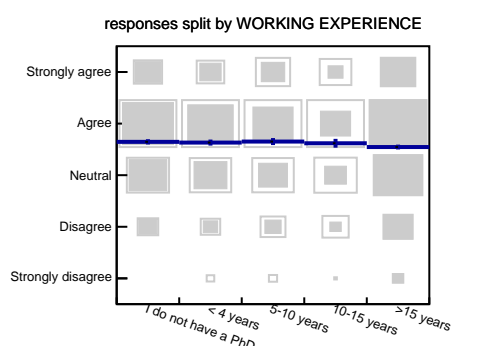
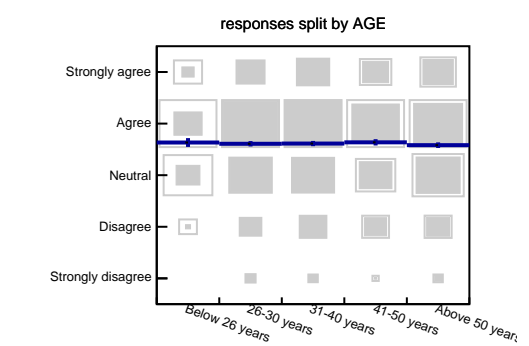
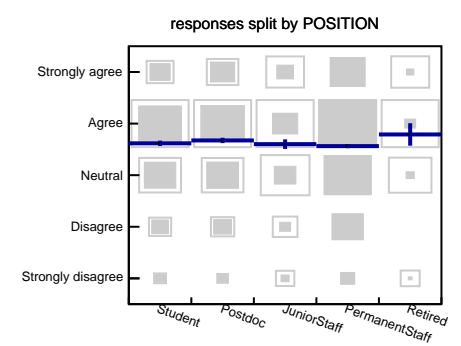
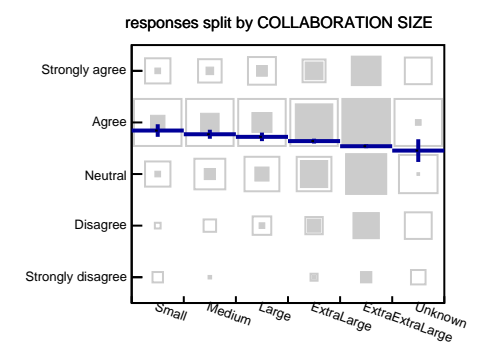
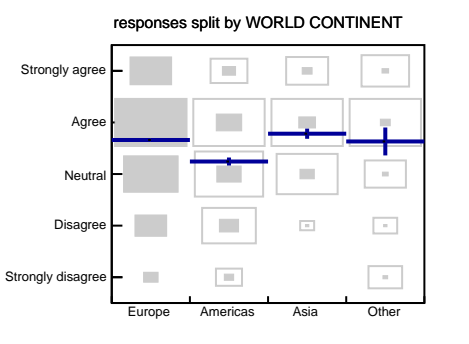
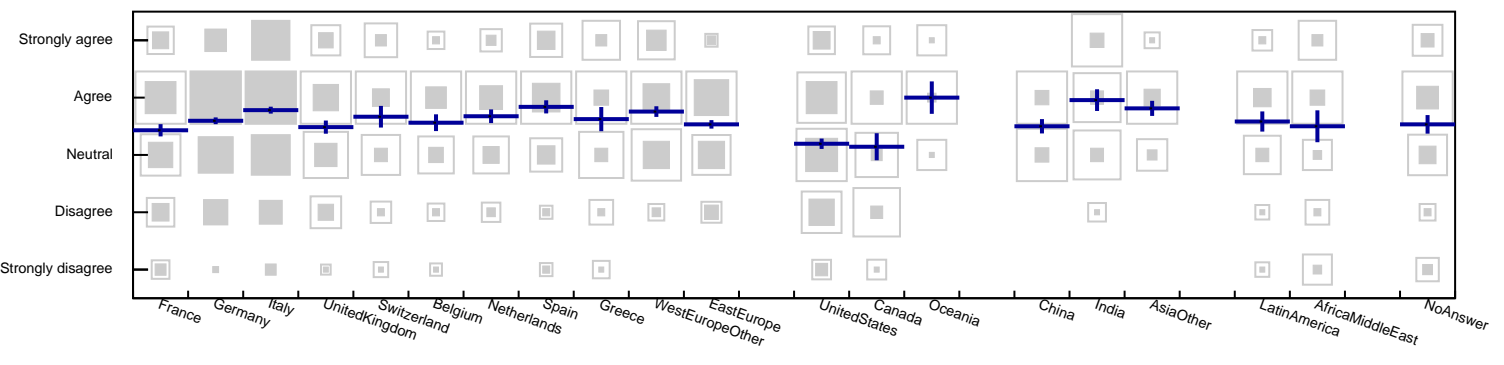
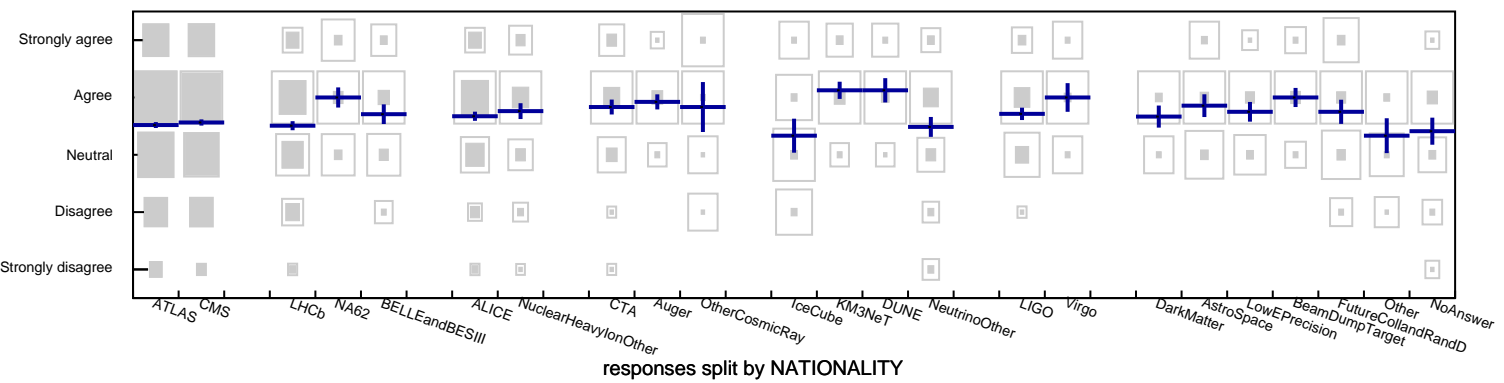
"There are sufficient opportunities for me such that my individual creativity, innovation and efforts are recognizable outside my collaboration" - by COLLABORATION



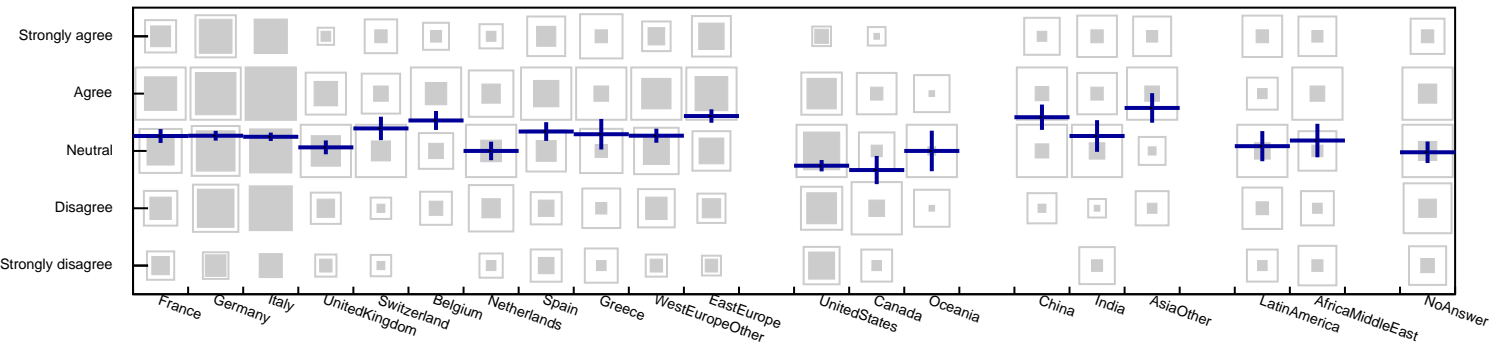
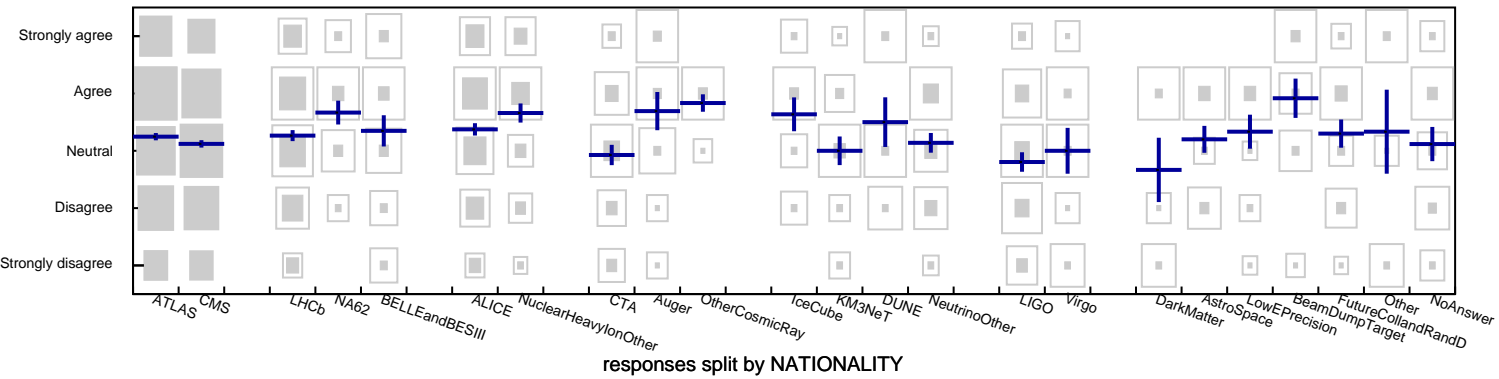
"Coherence across collaborations in their procedures to recognize individual achievement is important in particle physics" - by COLLABORATION



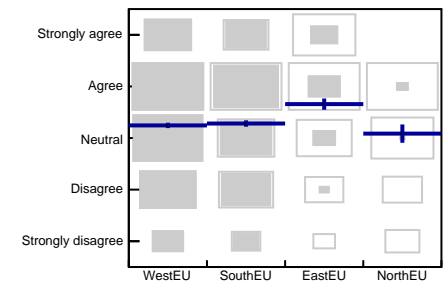
"Coherence across disciplines in their procedures to recognize individual achievement is important between particle physics, astroparticle physics and nuclear physics" - by COLLABORATION



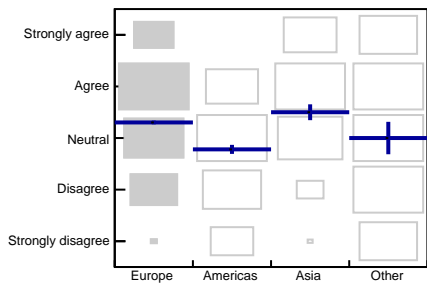
"I perceive no gender bias in the recognition of individual achievements" - by COLLABORATION



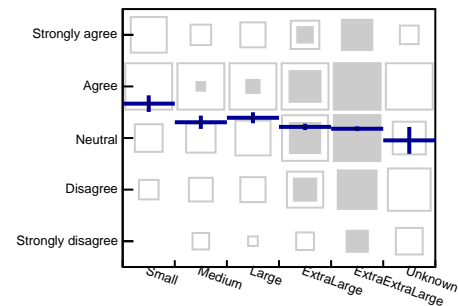
responses split by EUROPEAN REGION



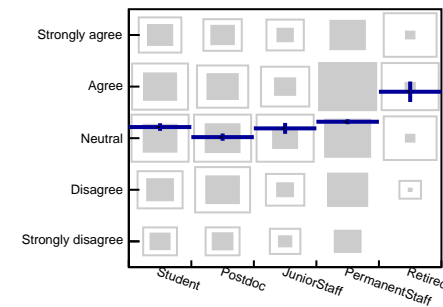
responses split by WORLD CONTINENT



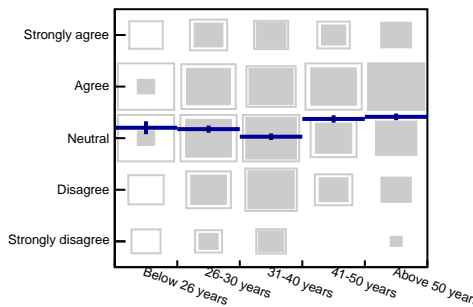
responses split by COLLABORATION SIZE



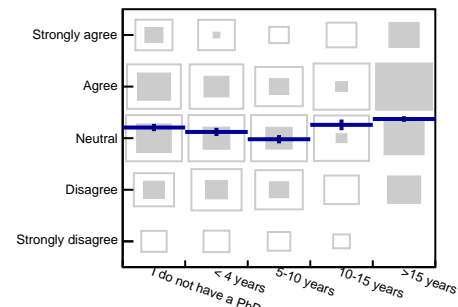
responses split by POSITION



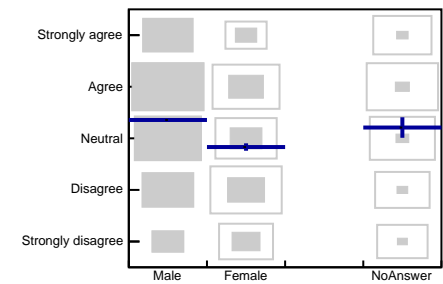
responses split by AGE



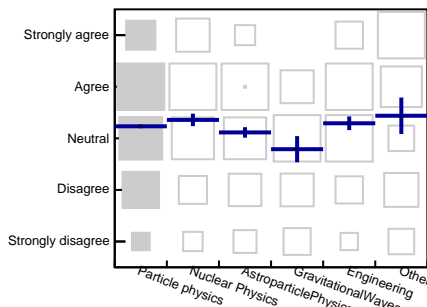
responses split by WORKING EXPERIENCE



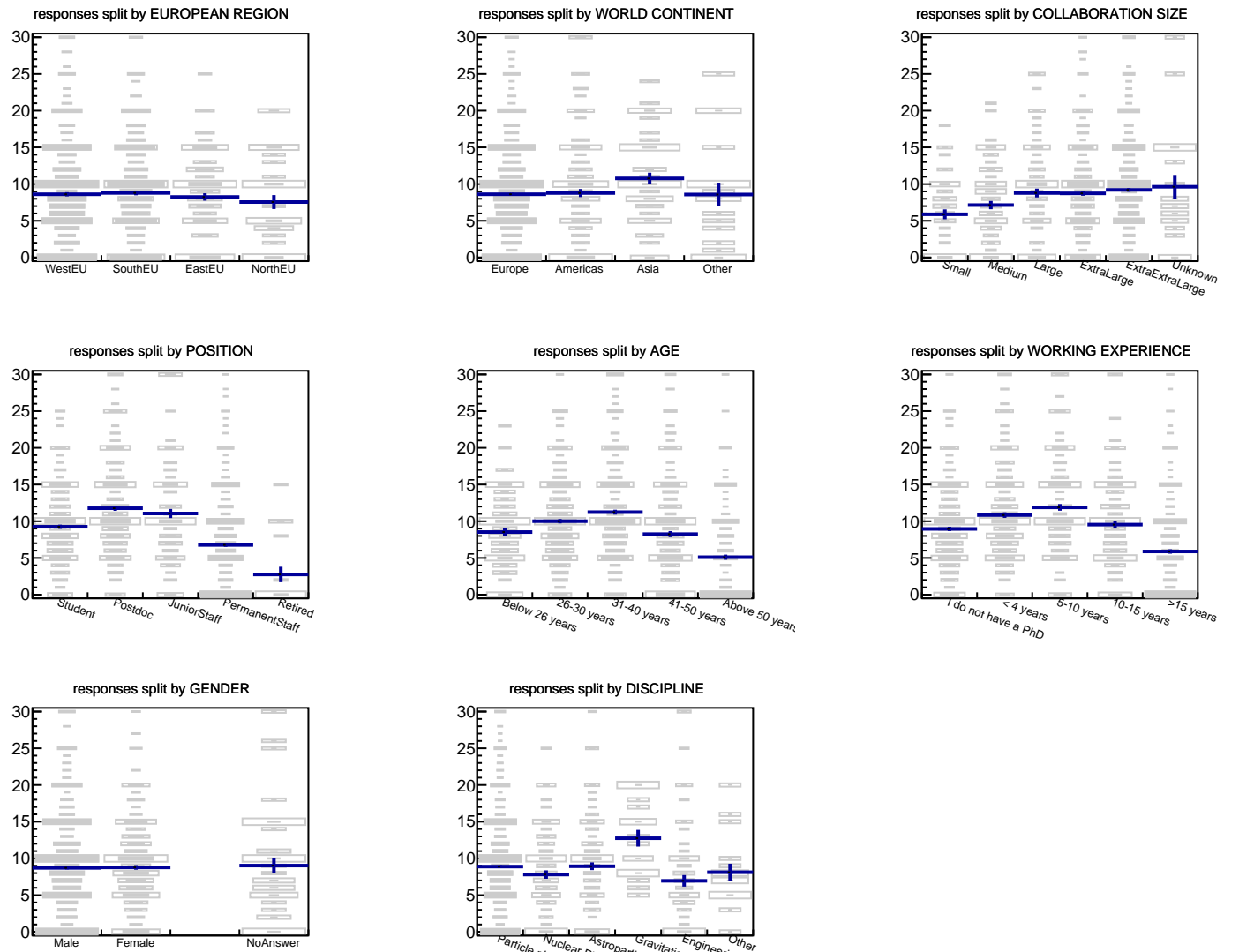
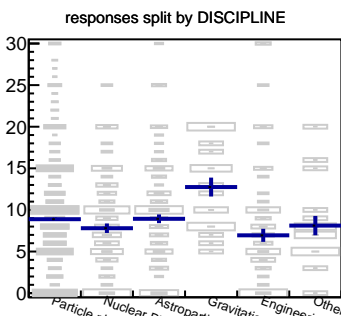
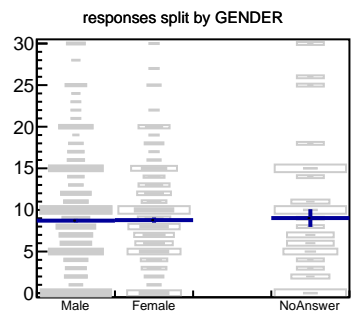
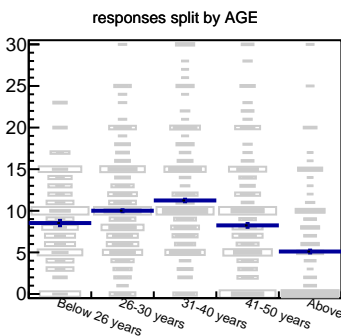
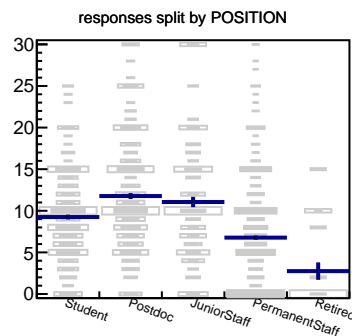
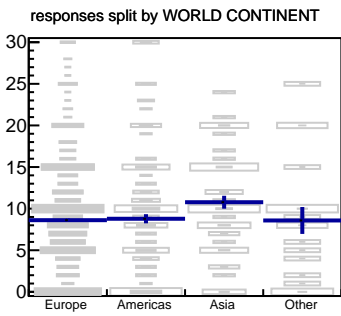
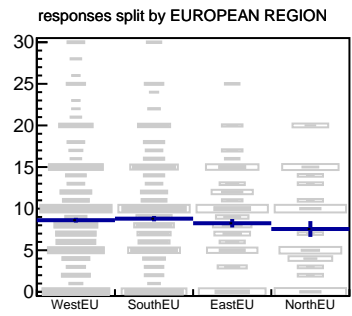
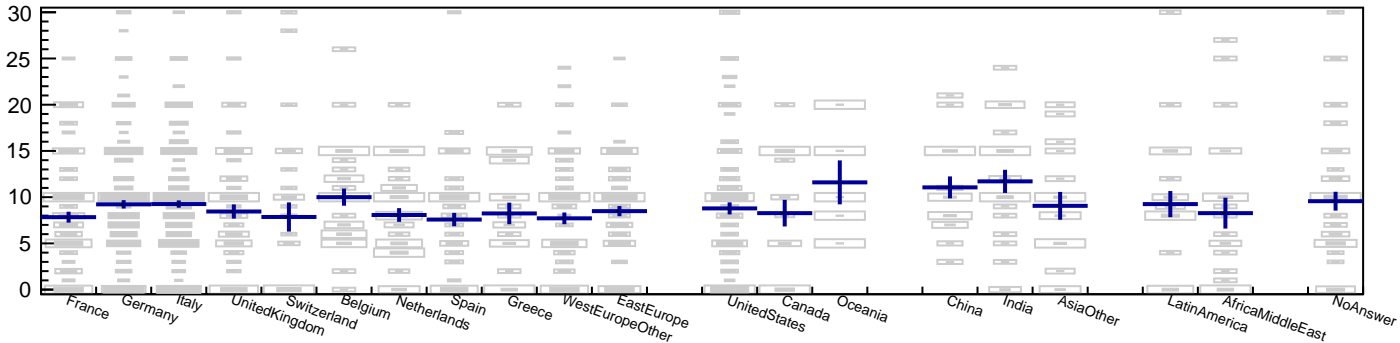
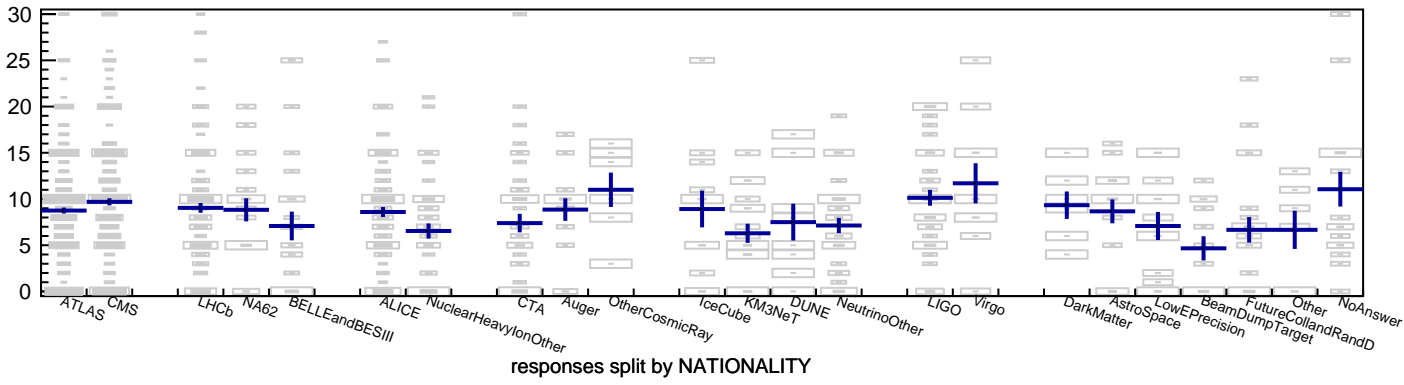
responses split by GENDER



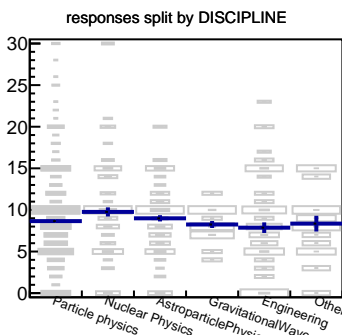
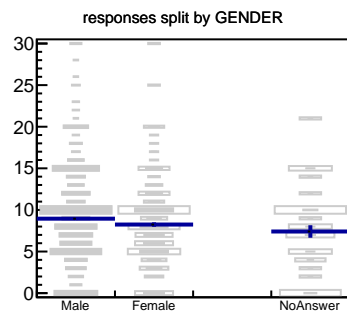
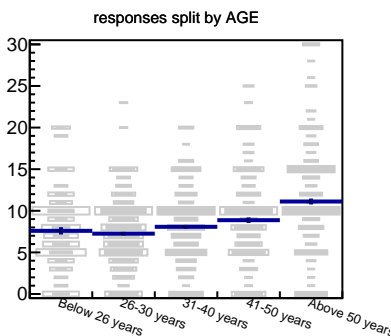
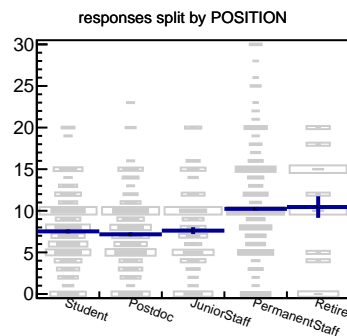
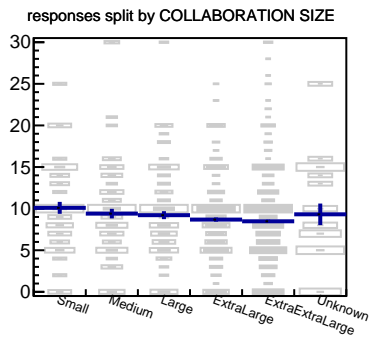
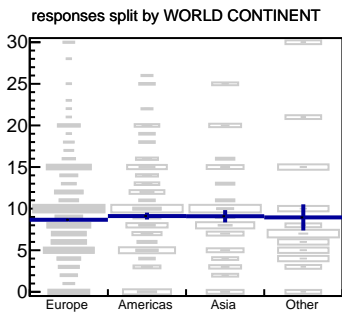
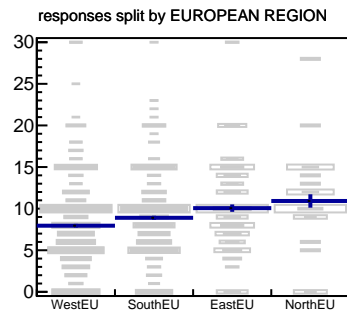
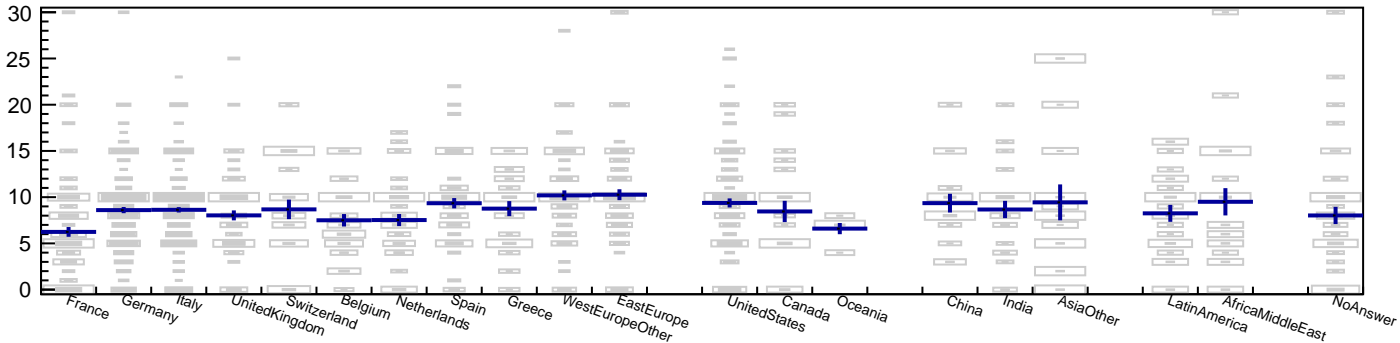
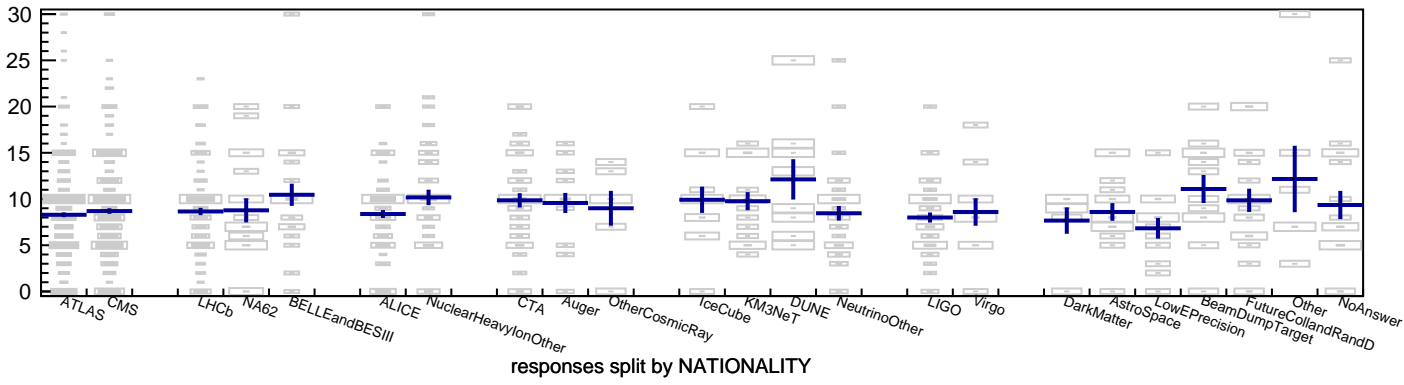
responses split by DISCIPLINE



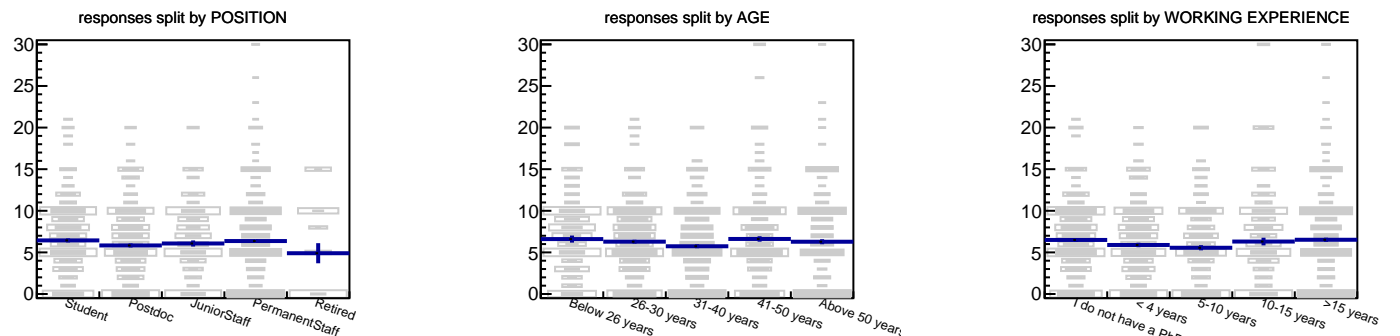
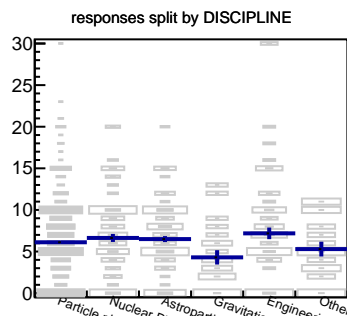
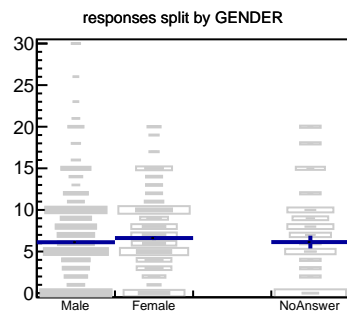
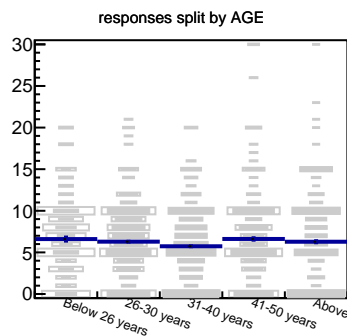
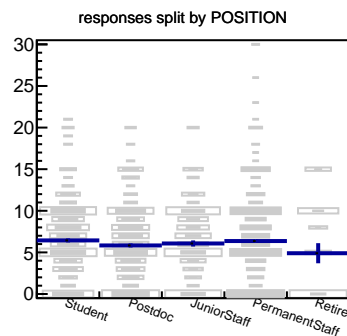
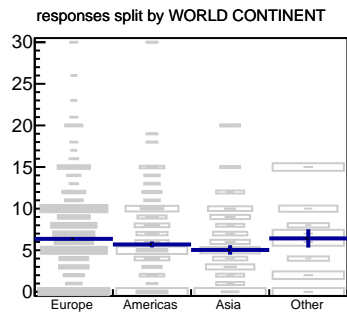
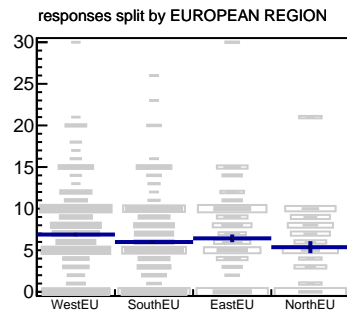
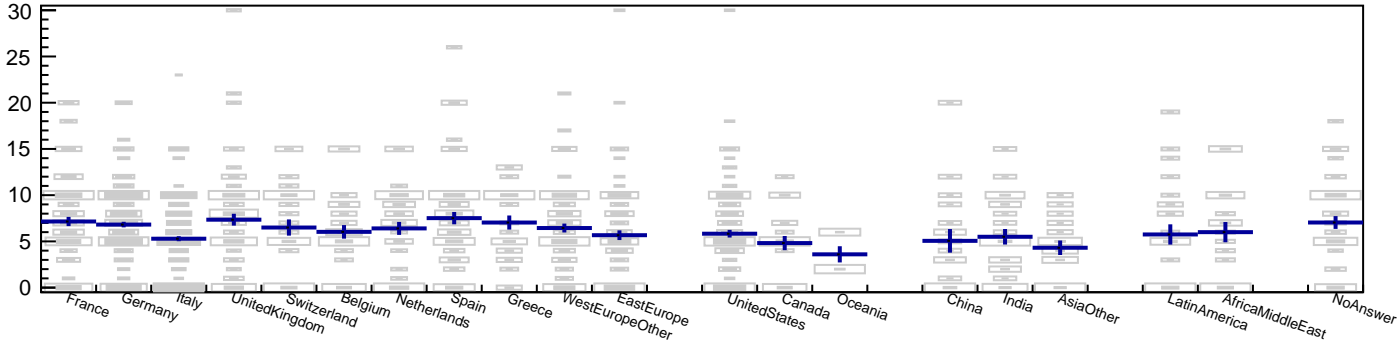
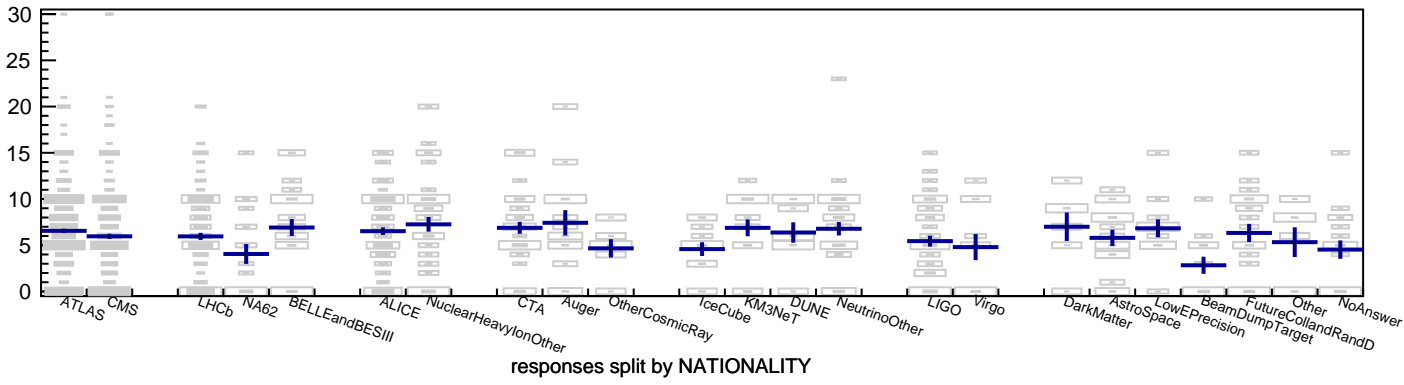
"Coins assigned to: My next job application or promotion" - by COLLABORATION



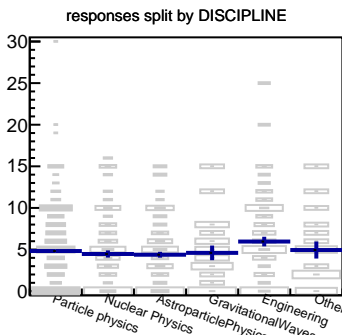
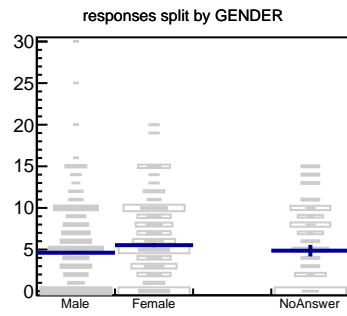
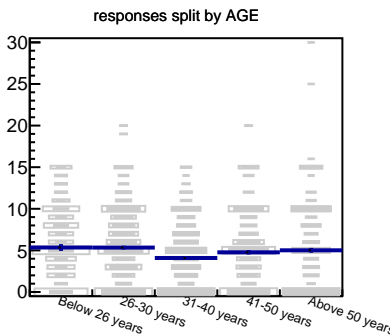
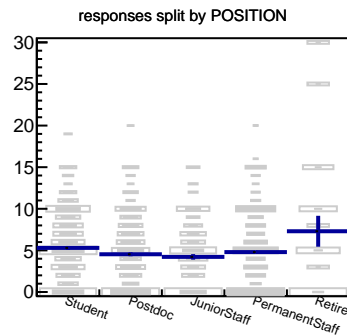
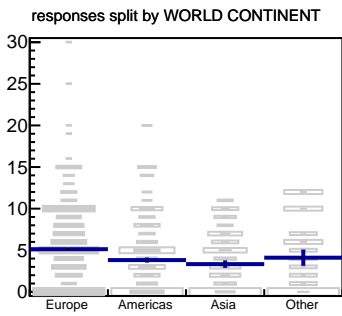
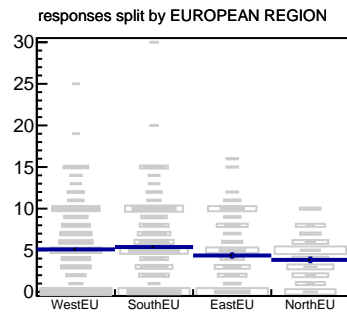
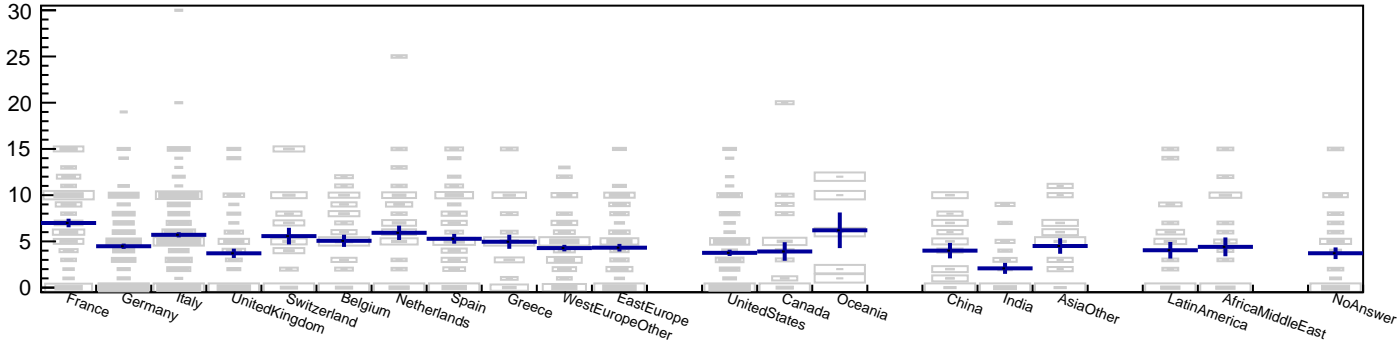
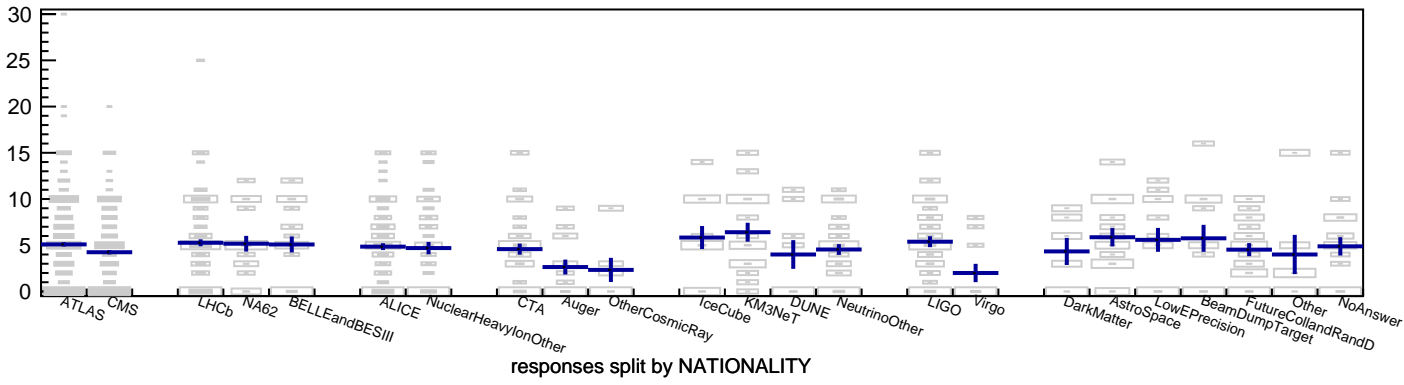
"Coins assigned to: My scientific reputation" - by COLLABORATION



"Coins assigned to: Being treated fairly" - by COLLABORATION



"Coins assigned to: Personal well-being" - by COLLABORATION



"Coins assigned to: Individual recognition is not important to me" - by COLLABORATION

