



FEEDBACK FROM LHCb

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JENAS, Oct 5th, 2020

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LHCb acknowledges the importance of the topic, especially in the case of large Collaborations.

- Need to improve the transparency in appointments of WG conveners in particular
- Not in favour of making internal analysis notes public
- Some best practices that work:
 - *Thesis and Early career scientist prize*
 - *Liaisons and convenerships often reserved for brilliant and motivated young students*
 - *Ensure that the analysis proponents make first presentations of their results at public seminars and/or conferences*
 - *Reference letters written by senior scientists*
 - *Requests to management to authenticate the contribution of individuals to particular papers*

