

## Instructions

- For macrocategories, indicate the column as being added using **bold** formatting.
- Label new columns COLUMN NAME\_INITIALS
- ANTI = a trolly response or a flouting of Gricean maxims (but document the response)
- Q = needs to be discussed; entries for which we cannot reach an agreement will be left as Q (document why)

### Blanks (MH):

NR = blank, literally no response given; 'Prefer not to answer' is not collapsed into this category  
You don't = You don't have an option that applies to me  
NA = this question did not apply to the participant; for example, it asked if they wanted to specify more information and they didn't write anything in, or if it was a follow-up question to a question they responded 'no' to.

**Q's:** what to do with questions where 'NA' was an actual selection response:

'Race\_Minoritized', 'Q21\_29\_TEXT', 'Home\_dept', 'Lang\_area\_home\_dept',  
'Bias\_incidents\_bystander', 'Bias\_incidents\_bystander\_action', 'Bias\_incident\_outcome',  
'Parental Leave'

## Savi

### Gender

- Initial groupings:
  - Male: everyone who put "male" + two additional who said "male" and another answer who
  - Female: everyone who put "female"
  - Other: everyone else
  - 1 no response (R\_2Ymnw9VA30R0Ypk); 1 "Prefer not to answer"

### Do you identify as a linguist?

- If they said X who studies language, I put the X as their self-ID
- Main categories
  - CogSci
  - Psycholinguist
  - LingAnthro
  - Psychologist
  - Developmentalist
  - Neurolinguist
  - Sociolinguist
- Things we discussed:
  - "student/academic" → ANTI
  - "PHD student in Linguistics for now" → "Questioning"

## CompletionInfo

- Split up the questions into categories. If they started to fill out one of the categories, we count the No Responses as true no responses. The rest, we leave blank.
  - Demo
  - LingDemo
  - Bias (to indicate reporting of personal experiences)
  - Climate
- Column values (and how to code based on that)
  - NONE = did not fill out anything
  - Demo = started to complete demographic (N/R for everything in that section that is blank that is not N/A)
  - LingDemo = started to complete academic affiliations (N/R for everything in that and previous sections that is not N/A)
  - Bias = started to complete Qs about bias (N/A for everything in that and previous sections that is not N/A)
  - ALL = completed all of the survey (but might not have answered the short answer Qs, which is ok; N/R for everything through short answer responses that is not N/A)
  - No N/Rs for the bonus demographic questions at the end
- I edited to remove \tabs and spaces from some of the columns

## Department Location

- **Categories**
  - North America
  - Europe
  - Other (all other continents)

## Marjorie

### Highest degree: added 'pre-B.A.', 'other' categories

- Currently working on bachelors → 'pre-BA'
- Licenciatura → 'other'
- Habilitation → 'other'
- JD (law) → 'PhD'
- Master of Research → 'M.A. / M.S. / M. Ed.'
- Multiple Masters → 'M.A. / M.S. / M. Ed.'

### Ability Status Macro

- no= no, yes= yes, it's complicated, sometimes

### Ability Status Selection Macro

- Multiple disabilities listed = 'Multi'
- Anosmia → Other physical disabilities
- Epilepsy → Other physical disabilities
- Chronic illness → Other physical disabilities
- Severe ADD → Intellectual / learning disabilities
- Diabetes Type II → Other physical disabilities

- Multiple sclerosis → Other physical disabilities
- used to have several malformations (heart, lungs, that stuff), but now it all was surgically corrected → Other physical disabilities
- Narcolepsy → Other physical disabilities
- Traumatic head injury → Other physical disabilities

## Dominique

### Sexual Orientation

- SexOrient\_DC: Asexual, Bisexual, Gay/Lesbian, Heterosexual, NR (for “Prefer not to answer”), Pansexual, Queer
- Mono\_Multi\_DC:
  - Asexual-Umbrella=Asexual
  - Monosexual-gay/lesbian=Gay/Lesbian
  - Monosexual-straight=Heterosexual
  - Multisexual+Queer=Bisexual, Genderfluid/Pansexual, Queer
- I didn’t do the minoritized/not coding, but I think we talked about doing that at a later point for sexuality and race. Also I felt moderately uncomfortable doing that.
- Demisexual → asexual
- Hetero/demi → Heterosexual, Asexual
- *Question:* Should I keep the “You don’t have a response” after I recode, or do I get rid of that?
- “I don’t see how this is relevant” → NR

### Home Department: Linguistics or Not

- If they say “Linguistics” -> Y
- Anything else -> N

### Home Department

- Home\_dept\_DC
  - We didn’t have a category that was “English” for home department, so I put it under the Language Specific category. This would be very easy to change.
  - Spanish/Portuguese → Romance Languages
  - Experimental Psychology → Psychology
  - What about:
    - English & Linguistics
    - Linguistics & Modern Languages
    - Second Language Acquisition
    - Neuro and psycholinguistics? Would those be under linguistics, or neuro, or should we just keep them as other?
    - Language Science
  - Was NA supposed to be “non-academic” or “not applicable” or both?
- Home\_dept\_gen\_HH
  - This is meant to group departments largely, though there may be departments in the same category that seem pretty different. We were thinking along the lines of what people do and what it means that a person would be in that department (like

the difference between hearing someone say they're in a neuroscience department versus education regardless of what the person is actually doing). So the focus is both on what they do and possibly general perception of what they do (if that makes sense).

- 11 codes
  - Linguistics: Linguistics and Linguistics only was listed
  - Language: Any language-based department, including English. This category is focused on language, culture, and literature. English seems different than other language departments listed, but can be separated out using Dept\_langarea\_HH.
    - Includes Deaf Studies, Germanic language/studies, English, Indigenous languages/studies, Language/Area-specific, Middle-East/Near-Eastern languages/studies, Modern Languages, Romance languages/studies
  - Anthropology
    - Anthropology, Ethnic Studies
  - Interdisciplinary: Possibly need another way to describe this category, but its focus is on application. Each of these fields is applying linguistics/language research concretely in other fields (**better description?**)
    - Applied Linguistics, Communications, Education, Economics, SLA, Speech and Hearing Sciences
  - Philosophy
    - Philology, Philosophy
  - Psych/CogSci: Anything having to do with the brain and cognitive approaches
    - Behavior Science, Cognitive Science, Human Development, Neuroscience, Psychology, Psycholinguistics,
  - NA
  - NR
  - Non-Ac: Explicitly listed they weren't in academics anymore
  - Other: Didn't fit in the other categories (though many deal with law and public service)
    - Diplomacy and International Relations, Institutional Research, Law, Library Studies, Public Policy
  - STEM: Computational Linguistics, Computer Science, Biology
- When Linguistics is listed with other things, the other always overrides it. So Linguistics and Communication = Interdisciplinary. Linguistics and Modern Languages = Language. But "Linguistics and other fields" = Linguistics because it's too non-specific
- Note: Hayley has a list of where we categorized a lot of the responses that were listed by respondents outside of the choices they could pick from. Ask her to look at her Meeting Notes from June 20, 2018 if there are questions.

5/14/2018

- When I'm categorizing the short answers, should I focus only on ones that mention bias, or should I look at all of them? How should I change the categorization based on the subject matter of the answers?
- Should I add a "leaving" or "left" category for people who leave academia because of the problems they saw/experienced?
- Considering adding a **Bias\_Type** column -- some people mention their incident (or the one witnessed) specifically, so I think that would give us some cool information, particularly IRT their stance.
- Current stance categories -- these can definitely change. Actually, I think they're a bit too arbitrary as is, so any feedback would be fantastic:
  - All Good -- no issues observed/experienced or listed
  - Old Guard -- responses that refer directly to action being taken by senior linguists, or that refer directly to senior linguists leaving before anything changes
  - Change needed -- a problem has been noticed, and it needs to change, in some way
  - Burn It Down -- people who notice a problem and mention methods that might be considered "extreme." For example, one person mentioned mandatory retirement at 65, and another was like CALL THEM OUT PUBLICLY AND DESTROY THEM (I'm paraphrasing, but that was the gist)
  - Helpless -- people who mention having no idea what to do, or can't call out because of consequences (like losing their job), also people who've brought up the issue, but feel unheard.
- Should I put things into multiple categories, or nah? (Ex: someone mentions that they feel helpless, but also the old guard is trash.)

### **Short Answer (Climate/Bias) Category Explanation**

#### **Climate Solution Categories:**

- Accountability
- Consequences -- Wishing the predatory person just got some sort of punishment at all ever.
- Acknowledgement of Issues
- Action -- If respondent mentions wanting something to be done
- Bystander
- Collaboration
- Diversity -- If respondent mentions increasing diversity
  - General
  - Race/Ethnicity
  - Gender
  - LGBT

- PWD (people with disabilities)
  - Linguistic
- Support -- Suggestions of any sort of support for the following
  - PWD
  - POC
  - Gender
  - Family
  - Financial
- Citations
- Subfield Interaction -- Refers to any sort of wish that subfields will be seen equally/work together/just get along
- Self-Awareness -- Any sort of "wow, I wish people were just not dumb"
- Discussion -- Usually "more discussion" is wanted
- Policy Change -- New code of conduct, university changes, dept changes, etc
- Structural Change
- LSA Support
- Old Guard -- Bit of a mess. Refers to: OGs being the problem, needing to step up, or needing to leave
- Less Competition
- Publishing Pressure
- Mental Health
- Helpless -- Along the lines of *I just don't really know what to do/if anything will help*
- Funding
- 

### **Climate\_Stance\_DC**

- All Good
- Anti
- Burn It Down
- Change Needed
- Helpless
- Old Guard (Earlier Coding. I think I caught most of them)
- NR/None/Blank -- Not sure how to code these.

### **Bias Type**

Ableism

Age

Anglocentrism

Antisemitism

Class

Disability

Family/Marital Status  
 Field/Subfield  
 Gender  
 Gender Identity  
 Graduate Student  
 Hierarchy  
 International  
 Microaggression  
 Nationality  
 Non-Academic Job  
 Non-Native English Speaker  
 Not Specified  
 Q  
 Race/Ethnicity  
 Religion/Spirituality  
 Sexual Orientation  
 Sexual Orientation  
 Sexual Violence

## Dom

### Race/Ethnicity

- Separated into two columns: one is Race\_DB\_POC, which is a binary coding (white, POC); the other is Race\_DB, which is more specific.
- Race\_DB\_POC
  - CHANGED 'HUMAN' TO ANTI
  - I don't know what is meant by "race/ethnicity" %000 I don't have an identity of this kind. TO ANTI
  - Any cell that has "European" and/or "White", but nothing else → "White"
    - I know there are multiple interpretations of what "white" is, but I'm assuming a minoritized vs. non-minoritized status.
    - "Jewish (Ashkenazi), which I'm not sure can be subsumed under %000white%000 in the Trump Era" → "White"
    - "I don't know what is meant by "race/ethnicity" %000 I don't have an identity of this kind." → NR
    - "Human" → NR
    - "Prefer not to answer" → NR
    - I highlighted some tricky cells, particularly people who entered "Jewish" in the text box. For people who selected "White" and then typed "Jewish" → "White"

- No response → NR
- All others “POC”
- Race\_DB
  - Large categories used: White, Multiracial, Asian, African/Black, Latinx, NAME (North African Middle Eastern), Indigenous (feel conflicted about this categorization)
    - Multiple listed → “Multiracial”
    - Pacific Islander → “Asian”

## Hayley

### Religion

- Religion\_belief\_HH
  - Codes:
    - Y for belief in some form of higher power, enlightenment, or state of consciousness (basically anything except Atheist)
    - N for no belief in higher power
    - Prefer not to answer for prefer not to answer
    - NR if they left this blank but answered other demo questions
  - This was fairly straightforward in that the only group that is solidly N is atheists.
  - If they listed “atheist” even with other options, I put N.
  - If they put “Prefer not to answer,” I just put “Prefer not to answer.”
  - If there was no answer at all, I put “No response.”
  - Apatheistic -> N
  - Ignostic -> N
  - Agnostic + text= “No religion” but didn’t say “spiritual but not religious” -> N
  - “None (different from atheist as an 'affiliation')” -> N
  - “Christian but not really a believer” -> N
  - Didn’t have an answer that fit, text = “Traditional” -> Q
- Religion\_Jewish\_HH
  - Codes
    - Y for Jewish (even if listed with other things)
    - N for anything else
    - Prefer not to answer
    - NR if blank but answered other demographic
  - I separated this out since it seems to also have cultural implications more so than some of the others.
  - If they said “Jewish” in any capacity (even listed with other categories like “Atheist,” they get a Y).
- Religion\_organized\_HH
  - 
  - Defined more in the sense of major/predominant world religions that have some type of formal system, organization, and/or community of practice.
  - Codes



- Y = major/predominant world religion
- N = not (spiritual but not religious, atheist, agnostic)
- Prefer not to answer
- NR if blank but answered other demographic
- “Atheist,” “Agnostic,” and “Spiritual but not religious” with anything else (e.g. Atheist, Catholic) -> N
- Labeled Hindu and Buddhist at Y for their status as major world religions.
- Spiritual but not religious overrides other categorizations (as does atheist)
  - Buddhist, Catholic, Spiritual but not religious ->N
  - Buddhist, Spiritual but not religious -> N
  - Any organized religion + Spiritual but not religious (e.g. Catholic, Spiritual but not religious) -> N
- Taoism -> Y (categorize same way as Buddhism)

## Theoretical Approach

- Theoretical\_number\_HH
  - Number of answers selected or listed
    - Listed 2, text=”often, indifference” -> 2
    - Listed Generative, text = “primarily generative, not exclusively” -> 1
    - Doesn’t apply to field -> 0 (e.g. “I identify more strongly with anthropology than pure linguistics”) -> 0
    - Unspecified/vague -> 0 (e.g. “Whatever works”, “other”, “eclectic”, “it’s complicated”)
    - “This question is silly” -> ANTI
    - “Marxist” -> Q
- Theoretical\_genfun\_HH
  - Codes
    - Generative = G
    - Functionalist = F
    - Both = B
    - Anything else = O
  - Don’t know = O
  - “None”, “No set framework” = None
  - No response given = No response
  - “This question is silly” -> ANTI
  - “It’s complicated” -> Q (Not sure if it should be “O” or “None”)

## Methods

- Methods\_number\_HH
  - Number of answers selected or listed
    - One person had a comment about community-engaged. They selected 2 methods plus the you don’t have an answer option with the text, “Only because “community-engaged” seems too loaded/up to multiple

interpretations to me, I would instead say "culturally sensitive and answerable to community expectations". The people I work with express no interest in being actively involved in the research but the research nevertheless is geared toward myriad other expectations of the community."

- Listed 2 methods plus the comment: "Is this question actually "Where do you get your data from?"? I'm a bit puzzled by it." -> 2
- If they said they didn't do research, I put "No research"
- Methods\_qual\_HH
  - Codes:
    - Qualitative = Y
    - Anything else = N
- Methods\_expcorp\_HH
  - Codes:
    - Experimental = E
    - Corpus = C
    - Both = B
    - Anything else = O
- Methods\_fieldcomm\_HH
  - Ethnography, Field, Site-based, or Community-engaged = Y, anything else = N

### **Language Area Department**

- Dept\_langarea\_HH
  - Ancient
  - East Asian
  - English
  - Germanic
  - Indigenous
  - NAME
  - Other
  - Romance
  - Slavic
  - South Asian