

Introduction

Introduction

Research goals

Following the recent upswell of public and private discussions about the climate in linguistics and of workplace harassment in general, we (Lynn Y-S Hou, Savithry Namboodiripad, & Corrine Occhino) have decided to undertake a survey of linguists and language researchers. The goal of this survey is to collect information about who linguists and language researchers are, and how they feel about the climate in their fields and the field at large.

We ask two main questions:

- Q1: How have our identities shaped our professional experiences?
- Q2: How can we improve the climate in our field(s)?

In order to address these larger questions, the questions in this survey address the following more specific topics:

- Who are we?
- In what fields and departments are we working?
- How do we perceive the climate in our field(s)?
- What barriers have there been to a positive climate?
- What has facilitated a positive climate?

Ultimately, we wish to empower individuals to speak about their experiences as members of this community, and to collect information which can be used to offer solutions for those who would like to work toward a more inclusive community.

Statement on dissemination of the results

The broad goal of this study is to contribute to the ongoing conversations on climate happening not only in the language sciences, but across academia and in the public sphere as well. To this end, we intend to submit the findings to conferences attended by language researchers in order to discuss and receive feedback from our communities about our methods, results, interpretations, and any resulting recommendations.

An article including the results of this survey will be submitted for publication in a venue where it will be read by linguists and language researchers. We aim for publication in order to encourage follow-up studies (both in our field(s) and across disciplines) and to create a citable product for those looking to make changes in their communities and institutions.

Statement of privacy

If you choose to fill out this survey, effort will be taken to ensure your anonymity. You will not be asked to provide your name or the name of your institution(s), and Qualtrics will not collect your IP address. Demographic data will not be analyzed in a way which would allow for identification of individual respondents, and the questions and planned analyses have been framed with this in mind. While we encourage you to answer all questions in this survey, you may opt out of any question, and you may stop the survey at any time.

We have chosen to make this survey anonymous in order to encourage frank responses to sometimes sensitive questions. However, in the interest of supporting those individuals for whom self-identification can be empowering and to allow for discussion of specific cases for which a targeted policy change would be helpful, you may disclose identifying information if you so choose in the short-response questions at the end of this survey. Only the PIs will have access to deanonymized responses. In addition, if you would like to contact us for any reason, including to discuss a specific case in more detail or to elaborate on potential solutions, you may enter your contact information in the space provided at the end of the survey, or contact us directly (savithry@umich.edu).

This project has been reviewed and given the status “Exempt” by the University of Michigan IRB ([HUM00137254](#)).

PIs: Lynn Y-S Hou (University of California, San Diego), Savithry Namboodiripad (University of Michigan), & Corrine Occhino (Rochester Institute of Technology)

This survey should take about 20 minutes to complete. If you would like to proceed, please click on the arrow.

Instructions

This survey has three main sections:

- 1) **Who we are** consists of ~25 multiple choice questions about your identity and academic background
- 2) **Our experiences in academic communities** consists of ~20 multiple choice questions about your experience of the climate in your field(s)
- 3) **Short-answer questions** consists of ~9 open-ended questions and reflections on your experience in your field(s)

There is also a section of ~5 supplemental multiple choice questions about your life experiences at the end of the survey.

The arrow will take you to a navigation page; you can skip around and complete sections in any order you like. You may change your answers and take your time responding.

If you would like to submit the survey without clicking through every section, go to the **End survey** section from the navigation page.

If your survey lays idle for more than two weeks, it will be submitted automatically.

Who we are.

Who we are

One of the goals of this survey is to ask “Who are we?” as linguists and language researchers. This question has not previously been asked with the breadth and depth aimed for in this study. For example, though organizations like LSA and SLE collect data on their members, these surveys gather a relatively narrow scope of demographic information. Even for the questions that are asked, the response rate is often too low to be informative: in the [LSA's annual report from 2016](#), the majority of respondents did not report their race. Furthermore, not all researchers who study language are LSA or SLE members, and not all identify as linguists. Language research takes place all across the academy, and it is important to understand who is doing language research, and where, in order to understand how present dynamics came about and what areas of improvement there might be.

General Demographic Questions

General Demographic Questions

Gender identity (please select all that apply)

- ☐ Female
- ☐ Genderqueer/Gender non-conforming
- ☐ Male
- ☐ Non-binary
- ☐ Trans man
- ☐ Trans woman
- ☐ Two-spirit
- ☐ You don't have an option that applies to me. I identify as (please specify)
- ☐ Prefer not to answer

Sexual orientation (please select all that apply)

- ☐ Asexual
- ☐ Bisexual
- ☐ Gay/Lesbian
- ☐ GenderFluid/Pan-sexual
- ☐ Heterosexual
- ☐ Queer
- ☐ You don't have an option that applies to me. I consider myself (please specify)
- ☐ Prefer not to answer

Race/Ethnicity (please select all that apply)

- ☐ African
- ☐ Black — African American
- ☐ Black — Afro-Caribbean
- ☐ Black — Other
- ☐ Chicanx
- ☐ East Asian
- ☐ European
- ☐ First Nations of the Americas
- ☐ Hispanic
- ☐ LatinX
- ☐ Native Hawaiian
- ☐ North African-Middle Eastern
- ☐ Other indigenous
- ☐ Pacific Islander
- ☐ South Asian
- ☐ White
- ☐ You don't have an option that applies to me. I consider myself (please specify)
- ☐ Prefer not to answer

Do you identify as a person with a disability?

- ☐ Yes
- ☐ No
- ☐ Sometimes
- ☐ It's complicated
- ☐ Prefer not to answer

Do any of these categories apply to you? Select all that apply:

- ☐ Autistic / autism spectrum
- ☐ Blind / limited vision / low vision / partially sighted
- ☐ Deaf / hard-of-hearing
- ☐ Developmental disabilities
- ☐ Intellectual / learning disabilities
- ☐ Mental health / emotional disabilities
- ☐ Severe speech impairments
- ☐ Other physical disabilities
- ☐ Would you like to be more specific?
- ☐ You don't have an option that applies to me. I have / I identify myself as (Please specify)

Religious affiliation (please select all that apply)

- ☐ Agnostic
- ☐ Atheist
- ☐ Buddhist
- ☐ Catholic
- ☐ Christian
- ☐ Hindu
- ☐ Jewish
- ☐ Latter Day Saints/Mormon
- ☐ Muslim
- ☐ Protestant

- ☐ Spiritual but not religious
- ☐ You don't have an option that applies to me. I consider myself (please specify)
-
- ☐ Prefer not to answer

Academic Background

Academic Background

Do you self-identify as a linguist?

- ☐ Yes, solely
- ☐ Yes, in addition to other descriptors
- ☐ No
- ☐ I used to, but not anymore
- ☐ If you choose, you may specify how you identify yourself here:

Select the subfields you belong to (please select all that apply)

- ☐ Applied linguistics
- ☐ Cognitive science
- ☐ Cognitive-functional linguistics
- ☐ Computational linguistics
- ☐ Corpus linguistics
- ☐ Discourse analysis
- ☐ Documentary and descriptive linguistics
- ☐ Gesture studies
- ☐ Educational linguistics
- ☐ First language acquisition
- ☐ Historical linguistics
- ☐ Interpreting or Translation
- ☐ Language contact
- ☐ Language evolution
- ☐ Language variation

- ☐ Linguistic Anthropology
- ☐ Morphology
- ☐ Morphosyntax
- ☐ Neurolinguistics
- ☐ Philosophy of Language
- ☐ Phonetics
- ☐ Phonology
- ☐ Pragmatics
- ☐ Psychology of Language
- ☐ Second language acquisition
- ☐ Semantics
- ☐ Signed language linguistics
- ☐ Sociocultural linguistics
- ☐ Sociolinguistics
- ☐ Syntax
- ☐ Typology
- ☐ Writing systems
- ☐ You don't have an option that applies to me. I work in (please specify)

Which theoretical framework(s) best align(s) with your approach? (please select all that apply)

- ☐ Cognitive
- ☐ Formal
- ☐ Functional
- ☐ Generative
- ☐ Structuralist
- ☐ Usage-based
- ☐ You don't have an option that applies to me. My approach is (please specify)

Which methods do you mainly employ in your research? (please select all that apply)

- ☐ Community-engaged research
- ☐ Computational methods
- ☐ Corpus methods

- ☐ Ethnographic methods
- ☐ Experimental methods
- ☐ Field methods
- ☐ Qualitative methods
- ☐ Site-based research
- ☐ You don't have an option that applies to me. My approach is (please specify)

Please select all departmental affiliations you currently have (if you have no current academic affiliation, answer for your most recent affiliation)

- ☐ Linguistics
- ☐ Language/Area-specific department (click to receive more options in next question)
- ☐ American culture/studies
- ☐ Classics/Ancient languages
- ☐ English
- ☐ East Asian languages/studies
- ☐ Germanic languages/studies
- ☐ Indigenous languages/studies
- ☐ Middle-East/Near-Eastern languages/studies
- ☐ Romance languages/studies
- ☐ Slavic languages/studies
- ☐ South Asian languages/studies
- ☐ Other (please specify)
- ☐ Anthropology
- ☐ Applied Linguistics
- ☐ Behavioral Science
- ☐ Cognitive Science
- ☐ Communication
- ☐ Computer Science
- ☐ Education
- ☐ Human Development
- ☐ Information Systems
- ☐ Modern Languages
- ☐ Philology
- ☐ Philosophy

- ☐ Psychology
- ☐ Speech and hearing sciences
- ☐ Statistics
- ☐ Other (please specify)

Which language/area-specific department are you affiliated with?

- ☐ American culture/studies
- ☐ Classics/Ancient languages
- ☐ English
- ☐ East Asian languages/studies
- ☐ Germanic languages/studies
- ☐ Indigenous languages/studies
- ☐ Middle-East/Near-Eastern languages/studies
- ☐ Romance languages/studies
- ☐ Slavic languages/studies
- ☐ South Asian languages/studies
- ☐ Other (please specify)

If applicable, what is your home department (the department where you spend the most time, or have the greatest share of your appointment). (please select one)

- ☐ NA
- ☐ Linguistics
- ☐ Language/Area-specific department (click to receive more options in next question)
- ☐ American culture/studies
- ☐ Classics/Ancient languages
- ☐ English
- ☐ East Asian languages/studies
- ☐ Germanic languages/studies
- ☐ Indigenous languages/studies
- ☐ Middle-East/Near-Eastern languages/studies
- ☐ Romance languages/studies
- ☐ Slavic languages/studies
- ☐ South Asian languages/studies

- ☐ Anthropology
- ☐ Applied Linguistics
- ☐ Behavioral Science
- ☐ Cognitive Science
- ☐ Communication
- ☐ Computer Science
- ☐ Education
- ☐ Human Development
- ☐ Information Systems
- ☐ Modern Languages
- ☐ Philology
- ☐ Philosophy
- ☐ Psychology
- ☐ Speech and hearing sciences
- ☐ Statistics
- ☐ Other (please specify)

Which language/area-specific department is your home department?

- ☐ American culture/studies
- ☐ Classics/Ancient languages
- ☐ English
- ☐ East Asian languages/studies
- ☐ Germanic languages/studies
- ☐ Indigenous languages/studies
- ☐ Middle-East/Near-Eastern languages/studies
- ☐ Romance languages/studies
- ☐ Slavic languages/studies
- ☐ South Asian languages/studies
- ☐ Other (please specify)

Where is your current (or most recent) department located?

Did you attend graduate school as an international student?

- ☐ Yes
- ☐ No

Are you in the process of earning a degree?

- ☐ Yes
- ☐ No

Highest degree attained

- ☐ ABD
- ☐ B.A. / B.S.
- ☐ Ed.D
- ☐ M.A. / M.S. / M. Ed.
- ☐ Ph.D
- ☐ You don't have an option that applies to me. My degree is (please specify)

This degree was attained:

Is your current position permanent?

- ☐ Yes
- ☐ No

What is your current position?

- ☐ Assistant professor (non-tenure-track)
- ☐ Assistant professor (tenure-track)
- ☐ Associate professor (tenured)

- ☐ Education industry
- ☐ Full professor
- ☐ Graduate student
- ☐ Journalist
- ☐ K-12 Education
- ☐ Lab manager
- ☐ Lecturer (permanent position)
- ☐ Lecturer (non-permanent)
- ☐ Other university staff
- ☐ Postdoctoral scholar
- ☐ Professor emeritus/emerita
- ☐ Public sector
- ☐ Research assistant
- ☐ Research scientist
- ☐ Teaching professor
- ☐ Undergraduate student
- ☐ Tech industry
- ☐ You don't have an option that applies to me. My position is (please specify)

What is your experience with working in a lab-based research group?

- ☐ I have never worked in a lab-based research group
- ☐ I currently work in a lab-based research group
- ☐ I have in the past worked in a lab-based research group

Have you done community-based or fieldwork/site-based research?

- ☐ I have never done fieldwork/site-based research
- ☐ I currently do fieldwork/site-based research
- ☐ I have in the past done fieldwork/site-based research

Has your research focused on lesser-studied languages or varieties?

- ☐ Most of my research focuses on lesser-studied languages/varieties

- ☐ Some of my research involves lesser-studied languages/varieties
- ☐ I have never worked on lesser-studied languages/varieties

Do you research a language or variety spoken by a group you claim membership in?

- ☐ Yes
- ☐ No

Do you consider English to be your first language or one of your first languages?

- ☐ Yes
- ☐ No

Were any of the languages you grew up speaking considered to be minority languages (in the context of where you grew up)?

- ☐ Yes
- ☐ No

Experiences in Academic Communities

Our experiences in academic communities

Please answer the following questions based on your experience as a linguist or language researcher in academic settings (whether formal or informal). As opposed to an account of each individual incident, in this section, we are interested in your experiences in aggregate, and any cumulative effects thereof.

The phrase “bias incident” as used below, is used to refer to language and/or behavior which is motivated by and/or demonstrates bias against an individual or a group for their actual or perceived color, disability status, ethnicity, gender identity/expression, national origin, race, religion, and/or sexual orientation. Bias incidents include but are not limited to behavior which could be categorized as sexual harassment, microaggressions, the exercise of implicit bias, or otherwise discriminatory behavior. We intentionally include all types of bias incidents here in order to focus on the effect of these actions. The incidents can be explicit or subtle, or even biased in effect even when the intention was not to offend.

How often have you witnessed bias incidents directed at groups or individuals?

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Constantly

How often have you been the target of bias incidents?

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Constantly

How often have you corrected a colleague or student's derogatory remarks or behavior?

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Constantly

How often have you heard about derogatory remarks and/or behavior experienced by colleagues and/or students?

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Constantly

Have you found yourself acting in a biased or derogatory way, even inadvertently?

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Constantly

Has someone told you that you were acting in a biased or derogatory way, even inadvertently?

- ☐ Never
- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Constantly

Thinking about the derogatory behavior you have witnessed and/or experienced, which categories have been the target? (please check all that apply)

- ☐ Age
- ☐ (Dis)ability status
- ☐ Ethnic groups
- ☐ Gender
- ☐ Gender identity/presentation
- ☐ Nationality
- ☐ Nonnative English speakers
- ☐ Other language groups
- ☐ Particular subfields/other academics
- ☐ Race
- ☐ Religion
- ☐ Sexual orientation
- ☐ Skin color
- ☐ Other (please specify)

If you have experienced a bias incident, were there bystanders?

- ☐ Yes
- ☐ No
- ☐ NA

Did they speak up and/or take some course of action?

- ☐ Yes
- ☐ No
- ☐ Not sure

If you have experienced a bias incident, were you satisfied with the outcome?

- ☐ Yes
- ☐ No
- ☐ It is ongoing

Have you experienced professional isolation due to your identity?

- ☐ Yes, I have been intentionally excluded
- ☐ Yes, I have been excluded (perhaps intentionally)
- ☐ Yes (other)
- ☐ No
- ☐ Not sure

Have you experienced personal isolation due to your identity?

- ☐ Yes, I have been intentionally excluded
- ☐ Yes, I have been excluded (perhaps intentionally)
- ☐ Yes (other)
- ☐ No
- ☐ Not sure

Have you avoided any of the following due to climate concerns? (please select all that apply)

- ☐ Joining a department
- ☐ Joining a lab/research group
- ☐ Joining a (sub-)discipline
- ☐ Starting a collaboration
- ☐ Social events in your department
- ☐ Academic events in your department (colloquium talks, etc)
- ☐ Fieldwork/a specific field site
- ☐ Starting a research project
- ☐ Conference/workshop presentation
- ☐ Other academic activities at a conference/workshop
- ☐ Conference/workshop dinner
- ☐ Other social events at a conference/workshop
- ☐ Professional organization
- ☐ Committee membership
- ☐ Informal meetings
- ☐ Formal meetings
- ☐ Other (please specify)

Have you ever been told that you are not a linguist, or your research is not linguistics?

- ☐ Yes
- ☐ No

In my opinion, the climate in linguistics as a whole is:

- ☐ Very good
- ☐ Good
- ☐ Fair
- ☐ Bad
- ☐ Very bad
- ☐ Other (please specify)

In my opinion, the climate in my main subfield is:

- ☐ Very good
- ☐ Good
- ☐ Fair
- ☐ Bad
- ☐ Very bad
- ☐ Other (please specify)

In my opinion, the climate in my secondary subfield is:

- ☐ Very good
- ☐ Good
- ☐ Fair
- ☐ Bad
- ☐ Very bad
- ☐ Other (please specify)

In your experience, how has the climate in linguistics changed?

The climate in linguistics has

Over the following time frame

In your experience, how has the climate in your main subfield changed?

The climate in my main subfield has

Over the following time frame

In your experience, how has the climate in your secondary subfield changed?

The climate in my secondary subfield has

Over the following time frame

Short Answer Questions

Short-answer questions

Please consider responding to these additional short-answer questions. These are intended to encourage elaboration on your responses to any of the previous questions, targeted suggestions and/or critiques, and, if you would like, to share your experiences with us in your own words.

All identifying information (names of individuals, conferences, and/or institutions) included in these short responses will be anonymized in any presentation or publication based on this survey. If you would like to de-anonymize your response please indicate this in the text of your answer, and indicate if we may contact you for further clarification/confirmation.

To the extent that you think that the climate in linguistics can be improved, what do you think would help achieve that?

To the extent that you think that the climate in linguistics is good, what do you think contributes to the positive climate?

What changes would you like to see in the climate of your subfield?

What changes would you like to see in the climate of linguistics at large?

If you have gone from academia to industry or industry to academia, was climate part of your decision either way?
How does climate compare between your experiences in industry and academia?

If you have experienced, seen, or heard about derogatory behavior, what do you wish the outcome could have been?

If you would like, you may use the space below to describe your experiences, react to this survey, and/or to include any additional comments you have.

Would you be interested in a follow up interview? If so, please enter your email address (or an alternate way you would like to be contacted) here, along with any comments (availability, topics of interest) here.

Personal Life Experiences

Supplemental questions on personal life experiences

Do you have children (foster, biological, or adopted)?

- ☐ Yes
- ☐ No

Did you have dependents (children, partners, or others whom you supported financially) while receiving any of your degrees?

- ☐ Yes
- ☐ No

Have you taken parental leave?

- ☐ Yes
- ☐ No
- ☐ No; it was not available
- ☐ NA

What is your relationship status?

On which continent did you spend most of your childhood?

On which continent do you currently reside?

End survey

Would you like to submit your responses?

- ☐ Yes (please select this option and click the right arrow to submit your responses and exit)
- ☐ No (please click on the "Back to survey navigation" button)

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