

Question	Description	Value	Meaning
ResponseId	ID for respondent assigned by Qualtrics		
Q28	Survey consent		
Q1	Work in library?	1	Yes
		2	No
Workplace Q2_1	MLIS degree		
		1	Yes
		2	No
		3	Unsure
Q2_2	Union		
Q2_3	Faculty status		
Q2_4	Exempt Status		

		1	Yes
		2	No
		3	Unsure
Q2_5	Supervisor		
		1	Yes
		2	No
		3	Unsure
Q4	Job function		Select all that apply
		1	Reference and/or Instruction
		2	Circulation and/or Public Services
		3	Technical Services (including Acquisitions and Collection Development)
		4	Archives and/or Special Collections
		5	Administration
		6	Facilities
		7	Information Technology, Digital Scholarship, or Data Services
		8	Other
Q5	Institution Type		
		1	Community college or trade school, public

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2	Trade school, private, non-profit
3	Trade school, private, for-profit
4	4-year college, private, non-profit

		5	4-year college, private, for-profit
		6	4-year college, public
		7	University (master's and/or doctoral-granting), private, non-profit
		8	University (master's and/or doctoral-granting), private, for-profit
		9	University (master's and/or doctoral-granting), public
		10	Other
Q7	Academic freedom policy		
		1	Yes
		2	No
		3	Unsure
Q9	Is academic freedom important?		
		1	Not at all
		2	Somewhat
		3	Very
Freedom of expression			
Q10	I feel protected to freely express myself...		
Q10_1	When questioning workplace policies and procedures.		
		1	Never

		2	Sometimes
		3	Usually

		4	All of the time
		5	N/A or Unsure
Q10_2	In my day-to-day interactions with faculty.		
		1	Never
		2	Sometimes
		3	Usually
		4	All of the time
		5	N/A or Unsure
Q10_3	In my day-to-day interactions with students.		
		1	Never
		2	Sometimes
		3	Usually
		4	All of the time
		5	N/A or Unsure
Q10_4	In my day-to-day interactions with coworkers in the library and other staff.		
		1	Never
		2	Sometimes
		3	Usually
		4	All of the time
		5	N/A or Unsure

Q10_5	When participating in non-library on-campus activities and organizations, whether or not related to my library role		
		1	Never
		2	Sometimes
		3	Usually
		4	All of the time
		5	N/A or Unsure
Q10_6	When participating in off-campus activities and organizations.		
		1	Never
		2	Sometimes
		3	Usually
		4	All of the time
		5	N/A or Unsure
Q10_7	When expressing my views on social media, when my identity is known.		
		1	Never
		2	Sometimes
		3	Usually
		4	All of the time
		5	N/A or Unsure
Q10_8	In my research and publishing activities.		
		1	Never
		2	Sometimes
		3	Usually

		4	All of the time
		5	N/A or Unsure
Q10_9	In my various instruction activities, including consultations, virtual instruction (incl. research guides), and classroom teaching.		
		1	Never
		2	Sometimes
		3	Usually
		4	All of the time
		5	N/A or Unsure
Q10_10	In my cataloging and technical service activities.		
		1	Never
		2	Sometimes
		3	Usually
		4	All of the time
		5	N/A or Unsure
Q10_11	In my collection development decisions.		
		1	Never
		2	Sometimes
		3	Usually
		4	All of the time
		5	N/A or Unsure
Q10_12	In my programming decisions, including hosting and promoting speakers and conducting outreach on campus.		

		1	Never
		2	Sometimes
		3	Usually
		4	All of the time
		5	N/A or Unsure
Workplace Infringements			
Q11	I have experienced the following infringements:		
Q11_1	Directed to change instruction, reference, or other aspect of work.		
		1	Yes
		2	No
		3	Unsure
Q11_2	Formally penalized for questioning an institutional policy or decision, or otherwise questioning my superiors (e.g., demoted, reprimanded, written up, or fired).		
		1	Yes
		2	No
		3	Unsure

Q11_3	Informally penalized for questioning an institutional policy or decision, or otherwise questioning my superiors (e.g., scolded, experienced hostility, shut out of decision-making, lost opportunities for advancement, etc).		
		1	Yes
		2	No
		3	Unsure
Q11_4	Asked or directed not to participate in a particular activity or organization.		
		1	Yes
		2	No
		3	Unsure
Silencing Measures			
Q13	I have felt silenced by...		
Q13_1	Complaints from the public to my institution about my academic activities and beliefs.		
		1	Yes
		2	No
		3	N/A or Unsure
Q13_2	Complaints from the public to my institution about my non-academic activities and beliefs.		
		1	Yes
		2	No
		3	N/A or Unsure

Q13_3	Complaints from colleagues, students, or staff about my academic activities and beliefs.		
		1	Yes
		2	No
		3	N/A or Unsure
Q13_4	Complaints from colleagues, students, or staff about my non-academic activities and beliefs.		
		1	Yes
		2	No
		3	N/A or Unsure
Q13_5	Threats and harassment from the public due to social media presence, posts, and online activities.		
		1	Yes
		2	No
		3	N/A or Unsure
Q13_6	Threats and harassment from coworkers, students, faculty, or others on my campus.		
		1	Yes
		2	No
		3	N/A or Unsure

Q13_7	Fear that my ethnic, gender, sexual, religious, or other identity will put me at personal risk of verbal or physical violence.		
		1	Yes
		2	No
		3	N/A or Unsure
Q13_8	Fear that speaking up within or outside of work will hurt my career or jeopardize my employment status.		
		1	Yes
		2	No
		3	N/A or Unsure
Q13_9	Fear that speaking up within or outside of work could jeopardize my personal safety.		
		1	Yes
		2	No
		3	N/A or Unsure
Impact of Silencing Measures			
Q14	These experiences have affected my...		

Q14_1	Mental well-being		
		1	Not at all or N/A
		2	Somewhat
Q14_2	Physical well-being	3	Significantly
		1	Not at all or N/A
Q14_3	Motivation and engagement at work	2	Somewhat
		3	Significantly
		1	Not at all or N/A
Q14_4	Ability to adequately do my job	2	Somewhat
		3	Significantly
		1	Not at all or N/A
Q14_5	Relationships with coworkers and students		
		1	Not at all or N/A
		2	Somewhat
Q14_6	Sense that I belong in this position	3	Significantly
		1	Not at all or N/A
		2	Somewhat

		3	Significantly
Q14_7	Sense that I belong in this profession		
		1	Not at all or N/A
		2	Somewhat
		3	Significantly
Demographic			
Q15	Gender	Select all that apply	
		1	Woman
		2	Man
		3	Transgender
		4	Non-binary
		5	Genderqueer/gender nonconforming
		6	Other
		7	Prefer not to respond
Q16	Sexual orientation	Select all that apply	
		1	Asexual
		2	Bisexual
		3	Gay
		4	Heterosexual
		5	Lesbian
		6	Pansexual
		7	Queer
		8	Questioning or unsure
		9	An identity not listed, self-identify

		10	Prefer not to respond
Q17	Race or Ethnicity	Select all that apply	
		1	African American or Black
		2	American Indian or Alaska Native
		3	Asian American or Asian
		4	Hispanic or Latino
		5	Middle Eastern
		6	Pacific Islander
		7	White or Caucasian
		8	Other(s)
		9	Prefer not to respond
Q18	Religion	Select all that apply	
		1	Agnostic/Atheist or None
		2	Christian of any denomination (e.g. Baptist, Catholic, Lutheran, Presbyterian, etc.)
		3	Buddhist
		4	Hindu
		5	Jewish
		6	Muslim
		7	Other(s)
		8	Prefer not to respond
Q27	Disability	Select all that apply	
		1	Yes

		2	No
		3	Unsure
		4	Prefer not to respond
Q19	Age		
		1	18-34
		2	35-54
		3	55+
		4	Prefer not to respond
Q21	Citizenship	Select all that apply	
		1	My parents/legal guardians and I were born in the U.S.
		2	I was born in the U.S.; one parent/guardian was not.
		3	I was born in the U.S.; both my parents/guardians were not.
		4	Foreign-born naturalized citizen.
		5	Permanent legal resident.
		6	Deferred Action for Childhood Arrivals (DACA)
		7	Refugee status
		8	Prefer not to respond
		9	Other status

Q22	Income		
		1	Less than \$20,000
		2	\$20,000 to \$34,000
		3	\$35,000 to \$49,000
		4	\$50,000 to \$74,999
		5	\$75,000 to \$99,999
		6	Over \$100,000
Q23	Savings	7	Prefer not to respond
		1	Less than one.
		2	1-3 months.
		3	3-6 months but no more than 6.
		4	More than 6 months.
5	Prefer not to respond.		
Q24	Primary Earner		
		1	Yes
		2	No
		3	Sometimes
Q25	Household Makeup	4	Prefer not to respond
			Select all that apply
		1	I live alone.
		2	With a spouse or partner.
		3	With a child or children.

		4	With other relatives.
		5	With non-related roommates.
		6	Prefer not to respond.
Q26	Open Comment		

Note: Due to how Qualtrics handles numbering, the following questions were not asked (rather than are missing from this codebook): Q3, Q6, Q8, Q12, Q28.