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## BMC Clinician Vitality Survey

### PRIVACY AND CONSENT:

**Protecting Your Privacy:** BMC is partnering with Healthcare Professional Well-being Academic Consortium (PWAC) and an independent survey administrator for this survey. We are all committed to protecting the confidentiality and security of all the information you provide via this survey. If you have any questions about how we protect your privacy, please email Susannah Rowe, [Susannah.Rowe@bmc.org](mailto:Susannah.Rowe@bmc.org).

**Our policies and practices to protect your personal information include, but are not limited to, the following:**

**Who Sees Your Data:** Your personally identifiable data associated with the Vitality Survey will be accessible only to the limited staff from the independent survey administrator that BMC and PWAC have appointed for the purposes of collecting and maintaining the data. Survey data linked to direct identifiers (your name and email address) will not be shared with anyone at BMC. For the main survey analysis, the vendor contracted by PWAC will provide BMC's data analysis group with responses that contain no direct identifiers but that do contain demographic variables (e.g., department) that could potentially serve as indirect identifiers. No one at BMC other than the small data analysis group will see individual survey responses paired with demographic data. Before sharing survey data outside of the BMC data analysis group, your survey data will be combined with the data of other respondents, and subjected to aggregate data analysis. Information will not be reported or shared for any groups of less than five individuals.

**Protecting Your Personal Information:** PWAC uses your email address as your identifier. PWAC uses this identifier to link to your BMC demographic table which contains demographics such as age, Department/Division, length of service and degree. Where demographic variables such as gender, demographics, clinician type and specialty are reported or shared outside the data analysis group, care will be taken that these variables cannot be combined in any way to identify individuals or tie their identity to their responses. PWAC also uses your email address to link your online survey responses across time within their database if you agree to this Privacy Statement. In addition, you can skip any specific questions you feel uncomfortable answering. Please note that even if you have not clicked "submit" by the end of the survey administration period, your partially completed survey will still be recorded and counted.

**Use of Your Survey Responses:**

- A) Informing action at BMC: Your information will be used primarily for the purpose of helping BMC prioritize data-driven actions to improve clinician well-being and to suggest

recommendations for future clinician well-being promotion programming and benefits design within BMC

- B) Obtaining funding: We may use survey data to apply for, and/or justify, funding for programs that will help promote well-being among clinicians and their families
- C) Research: Survey data may be used for research analyses to identify drivers and predictors of occupational well-being, explore risks for different groups, and compare these risks and wellness variables with national data; to evaluate whether other available metrics, such as Epic usage, can provide a surrogate measure of burnout; and to investigate the relationship among variables of clinicians' work/life wellness with measures such as lifestyle behaviors, knowledge, attitudes, mental and physical well-being, and quality of care metrics
- D) Collaboration: De-identified survey data will also be shared with PWAC, to which BMC and other academic medical centers belong, for purposes of well-being benchmarking and program evaluation.

**Data Collection:** PWAC administers the survey through ServiceSTAT. The ServiceSTAT survey tool is a web-based tool for creating and conducting online surveys, and can be used to store and transmit Low, Moderate, and High Risk Personal Health Information (as defined by the Stanford University Information Security Office: <https://uit.stanford.edu/guide/riskclassifications>).

**Storage of Personally Identifiable Data:** After the completion of the survey administration period, the administration staff will download the data for all partially and fully completed surveys from ServiceSTAT into a database. The database will be stored on a password-protected, encrypted computer system that has limited access and is located in a locked office in a controlled facility. The staff will also delete the Vitality Survey data from the ServiceSTAT system. By completing our survey, you agree that your data may be gathered and stored in our database. The survey administration staff will conduct the survey through ServiceSTAT.

**Longitudinal Linkage of Responses:** For research analyses, BMC's data analysis group may work with the third party vendor to link your survey responses from this and prior years (2017-2021). Again, survey responses with direct identifiers will not be shared with anyone at BMC. Any research will follow institutional review board (IRB) for human subjects research approved data sharing protocols for an authorized research project. These data would be protected by confidentiality laws governing ethical human subjects research.

**Accessing, Changing, or Deleting Your Information:** Please email questions or concerns about the survey to Susannah Rowe ([Susannah.Rowe@bmc.org](mailto:Susannah.Rowe@bmc.org)). Trainees can also email questions to Jeff Schneider ([Jeffrey.Schneider@bmc.org](mailto:Jeffrey.Schneider@bmc.org)). If you wish to have your data changed or removed from the database, please email Susannah at [Susannah.Rowe@bmc.org](mailto:Susannah.Rowe@bmc.org) with the email address from your survey, and she will request that the vendor remove your information. After a data set has been de-identified, PWAC will not be able to remove individual respondents' data from the de-identified data set.