
BMC Clinician Vitality Survey FAQ

Since we began surveying in 2017, many have asked important questions. We have compiled some of the more common questions and answers for you here.

Q. Why should I take the survey?

A. 1) Provide feedback to local and hospital leadership on how you are doing and how BMC as a whole is doing, 2) Offer baseline information to measure impact of initiatives; 3) Suggest new ideas and initiatives.

Q. How long does the survey take?

A. If you just click through the multiple-choice questions, it should take you about 10 minutes. There are seven optional free-text questions, and you can take as long as you want to answer those.

Q: I just did this survey. It says it is confidential, but because they ask age, race/ethnicity, gender, department, division, and amount of time at BMC, they can in less than 5 minutes figure out who everyone is. I don't care because I was honest with my responses and would stand by them regardless. I do worry that others may not be as forthcoming because the "anonymous" survey is figureoutable.

A: We have stringent confidentiality protocols to prevent this per the survey vendor and per our IRB. Our third-party surveyor will not report results to us for any combination of variables such as length of service, department, etc. unless the resulting group has at least five people in it. So, while we could see overall results by gender, or over-all results by length of service, they would not combine those variables to provide results of, for instance, 40-year-old people of a certain gender, unless there are at least 5 people like that who responded to the survey.

Q: Why does the survey ask about race, gender, LGBTQIA status and other very personal questions? What does this have to do with work, and how will you use the information?

A: All questions are optional and you can skip any you are uncomfortable with. That said, disparities in well-being are driven in part by diverse experiences in the workplace. In order to understand these gaps and develop interventions to address them, we need data. For more on this topic as related to LGBTQI+ status, see an opinion piece by a BMC physician, Dr. Carl Streed, and colleagues: <https://www.nejm.org/doi/full/10.1056/NEJMp2032447>

Q: Can you send me the survey link so I can send it out to people to encourage them to fill it out?

A: No, the link cannot be sent, as it is unique to individuals through our survey vendor. If you or a colleague cannot locate your survey email, please initiate another email at [this link](#). If you are still unable to access the survey, please email Makaila.Manukyan@bmc.org.

Q: I found the survey link in my email, but it doesn't work.

A: The link is single use, and you may have completed it already. If you shared it with someone else, they may have already used it. To double check or to contact the survey vendor with questions, email Makaila.Manukyan@bmc.org.