



Indiana University Health



INDIANA UNIVERSITY
SCHOOL OF MEDICINE

2022 Wellbeing Survey

Privacy Statement

November 2022

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

SullivanLuallin Group will conduct the survey through ServiceSTAT, a proprietary online survey administration, database and reporting tool. The ServiceSTAT survey tool is a cloud-based tool for creating and administering online surveys. The database will be stored using the resources of Microsoft's Azure on a password-protected, encrypted computer system that has limited access and is in a locked office in a controlled facility.

Your personally identifiable data associated with the 2022 Wellbeing Survey would be accessible only to limited third party personnel appointed to manage the data and the IT personnel who maintain the data.

We will adhere to the laws and policies in place to protect the confidentiality of your personal information. Your personal information will NOT be shared directly with staff at IUSM, IUHP, or IUH, but your information will become part of a database that is reported in aggregate.

Identifiable data will not be released for any reason. Data released for any approved purpose will first be de-identified by removing any personal identifying information including combinations of demographic, department, or academic rank information that are unique to any group of fewer than five individuals.

Categories of Personal Information

The online survey will identify you by your e-mail address, which will be used to confidentially link your responses across time. The survey collects information regarding the following: age, gender identity, sexual orientation, race/ethnicity, department/specialty, training status, academic rank, practice environment, experience at work, work-related stress and burnout, and workload.

Although we have no intention of doing so, it may be possible to identify you via your responses to specific demographic, department, and academic rank questions. Several safeguards to protect the security and confidentiality of your data are in place. For example, data released by SullivanLuallin Group to our enterprise for any approved purpose will first be de-identified by removing any personal identifying information in addition to removing demographic information when combinations of any demographic information are unique to any group of fewer than five individuals.

How We Use Your Information

Your information will be used primarily for the purpose of helping our IUSM, IUHP, and IUH take data-driven actions to improve our practice environment to improve both the quality of care we provide as well as healthcare professional health and professional fulfillment.

Information regarding department/specialty will be used to compare work/life wellness and risks of different groups and to identify what health promotion programming will be most effective for the different healthcare professional groups.

Data collected from the online 2022 Wellbeing Survey will be used for the following additional purposes, as permitted or required by law, including:

1. to improve quality of care and teamwork across the academic health system
2. to provide norms against which sub-groups can be compared
3. to suggest recommendations for future healthcare professional health promotion programming and benefits design within the enterprise
4. to identify the work/life well-being and risks of different healthcare professional groups and compare these risks and wellness variables with national data
5. to apply for, and/or justify, funding for programs that will help promote wellness among healthcare professionals and families that participate in those programs
6. to investigate the relationship among variables of healthcare professionals' work/life wellness, work and practice characteristics, lifestyle behaviors, knowledge, attitudes, mental and physical well-being, and quality of care metrics
7. to drive continuous improvement of Graduate Medical Education's resident and fellow wellness initiatives, in alignment with Accreditation Council for Graduate Medical Education (ACGME) Institutional Requirements

When used for these purposes (1 through 7 above), your survey data will be combined with the data of other respondents, as well as data collected from other sources, and subjected to aggregate data analysis and reporting to groups and individuals within the enterprise. No personally identifying information will be included in such reports.

By completing the 2022 Wellbeing Survey, you agree that your data may be gathered and stored in our database and used for the purposes identified in this statement.