

## 2024 Stanford Medicine Doctor and Clinician Survey Privacy Statement

### Introduction

Thank you for your willingness to allocate 10-15 minutes of your time to share your work experience at Stanford Medicine and including your ideas for improvement. Information from this survey will assist the Dean of the School of Medicine, the CEOs of Stanford Health Care and Stanford Medicine Children's Health, departmental leaders, and other leaders in making key decisions to promote your professional fulfillment and well-being. A high response rate is vital, not only for the credibility of the survey results but also because it ensures that your voice is heard. Your responses will allow for the creation of efficiencies in your practice, building a culture of wellness, and supporting you in cultivating and maintaining your well-being. **This survey is voluntary. You may skip any questions you prefer not to answer, choose "Prefer not to answer" where applicable, or go back and change your selections before finishing.**

### Who is being asked to take the survey?

All active Stanford Medicine physicians and doctoral-level faculty who have clinical duties are asked to complete the survey, including members of Stanford Medicine Clinical Faculty including Adjuncts, Affiliates, Instructors, Recalled Emerti, Part-time Faculty, Residents, Clinical Fellows, and PCHA Clinicians. If you have received this survey in error, please contact us at [wellmdcenter@stanford.edu](mailto:wellmdcenter@stanford.edu).

### Survey Privacy Statement

**Since this survey is a Medical Staff quality initiative, California Code 1157 protects responses from legal discovery. Disclosure cannot be required even in a court of law.**

SullivanLuallin Group, an independent survey administrator, 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 is HIPAA compliant and has limited access, and is in a locked office in a controlled facility.

Your personally identifiable data associated with this survey will not be available to any Stanford employee and will be accessible only to limited personnel appointed to manage the data and the IT personnel who maintain the data at the SullivanLuallin Group.

Stanford Medicine will adhere to the laws and policies in place to protect the confidentiality of your personal information. **Your personally identifiable information will NOT be shared with Stanford Medicine. Your anonymized information will become part of a database that will be used to generate aggregate results and survey reports. Identifiable data will not be released for any reason. Data released by SullivanLuallin Group to Stanford 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 (e.g. age group, gender, race, ethnicity, department, division, or academic rank information) are unique to any group of fewer than five individuals.**

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### *Categories of Personal Information*

Our online surveys identify you by your e-mail address, which will be used by SullivanLuallin Group to confidentially link your responses across time. This survey collects information regarding the following: Professional Fulfillment, Burnout, EHR Helpfulness, Efficiency of Clinical Practice, Organizational Leadership, Organizational & Personal Values Alignment, Turnover Intention, Work Hours and Load, Self-Valuation, Sleep-Related Impairment, Negative Impact of Work on Relationships, Mistreatment, Protection and Respect, Help Seeking Stigma, Teamwork and Safety Climate, Belonging, Isolation, Lactation Challenges, Demographics, Specialty, Sub-Specialty, Areas of Distress, and suggestions for improvement. **You may skip any question you prefer not to answer, choose "Prefer not to answer" where applicable, or go back and change your selections before submitting the survey.**

### *How We Use Your Information*

Your responses will be used primarily for the purpose of helping Stanford Medicine take data-driven actions to improve our practice environment and help guide system-level improvements to increase both the quality of care we provide as well as the well-being and professional fulfillment of our faculty, residents, and fellows. Your personally identifiable data will not be available to any Stanford employee. Only your de-identified data will be shared with Stanford. Data collected from this survey will be used for the following additional purposes, as permitted or required by law:

- Improving quality of care and teamwork across Stanford Medicine
- Providing norms against which sub-groups can be compared
- Suggesting recommendations to inform programming to improve well-being for physicians, doctoral clinical faculty, residents, and fellows
- Evaluating relationships between wellness variables as well as demographic and professional characteristics to enhance and customize efforts to improve wellness
- Applying for, and/or to justify, funding for programs that will help promote well-being for physicians, doctoral clinical faculty, residents, and fellows
- Assessing change over time in wellness variables, to inform the evaluation of programs and strategies intended to improve well-being

When used for these purposes, your survey data will be combined with the data of other respondents, as well as data collected from other organizations, and subjected to aggregated data analysis and reporting to groups and individuals within Stanford Medicine. No personally-identifying information will be included in such reports.

By completing our survey, you agree that your data may be gathered and stored in our database.

This privacy statement will be updated periodically to reflect any material changes to our privacy policy.

Effective Date: This policy is effective as of February 1, 2024.