

Categories of Personal Information

Our surveys collect information regarding the following: age, gender, department/specialty, training status, academic rank, race/ethnicity, work environment, experience at work, and work-related stress and burnout.

As mentioned above, if there are fewer than five individuals who share any combination of particular demographics (e.g., female, Black, department of dermatology, associate professor faculty), SullivanLuallin Group will remove all data associated with those individuals, so that the data will be removed from summary reports and will not be shared with anyone at UTMB HEALTH.

How We Use Your Information

Your information will be used primarily for the purpose of helping UTMB HEALTH take data-driven actions to improve our environments as well as to increase community health and professional fulfillment.

Email addresses associated with survey responses will never be known to anyone at UTMB HEALTH, but may be used by the third-party vendor to anonymously link your responses across multiple years of the UTMB's Wellbeing Survey administrations for the purpose of program evaluation, to examine the relationship between survey variables and program participation, and to plan future wellbeing programming. Information regarding departments/units/specialties will be used to compare wellbeing and risks of different groups and to identify what health promotion programming will be most effective for different groups.

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

1. To improve quality of leadership across UTMB HEALTH;
2. To improve quality of care and teamwork across UTMB HEALTH;
3. To provide norms against which sub-groups can be compared;
4. To suggest recommendations for future health promotion programming and wellbeing initiatives within UTMB HEALTH;
5. To identify the work/life wellbeing and risks of different groups (e.g., clinical faculty, basic sciences faculty, administrative staff) and compare these risks and wellbeing variables with national data;
6. To apply for, and/or justify, funding for programs that will help promote wellbeing among individuals and their families who participate in those programs; and/or
7. To investigate the relationship among variables of work/life wellbeing, work and practice characteristics, lifestyle behaviors, knowledge, attitudes, mental and physical wellbeing, and performance metrics.

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 summary reporting to the MyWellbeing Department. No personally identifying information will be included in such reports or shared with anyone at UTMB HEALTH.

By completing the UTMB's Wellbeing Survey, you understand that your data is being managed by the SullivanLuallin Group (SLG) and that your de-identified data will be stored in in our database with the protections defined above. This privacy statement will be updated periodically to reflect any material changes to our privacy policy.

Effective Date: This policy is effective as of March 13, 2024