



Impact of Remote Work for VA Researchers During COVID-19

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@hgrnepsi

Disclosures

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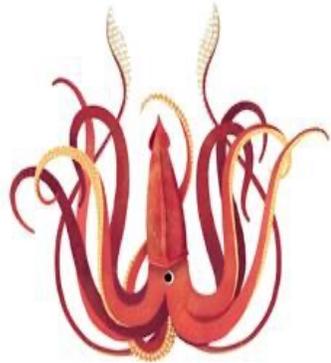
Brigid Connelly, BA



Chelsea Leonard, PhD



Catherine Battaglia, PhD, RN



Ed Hess, MS



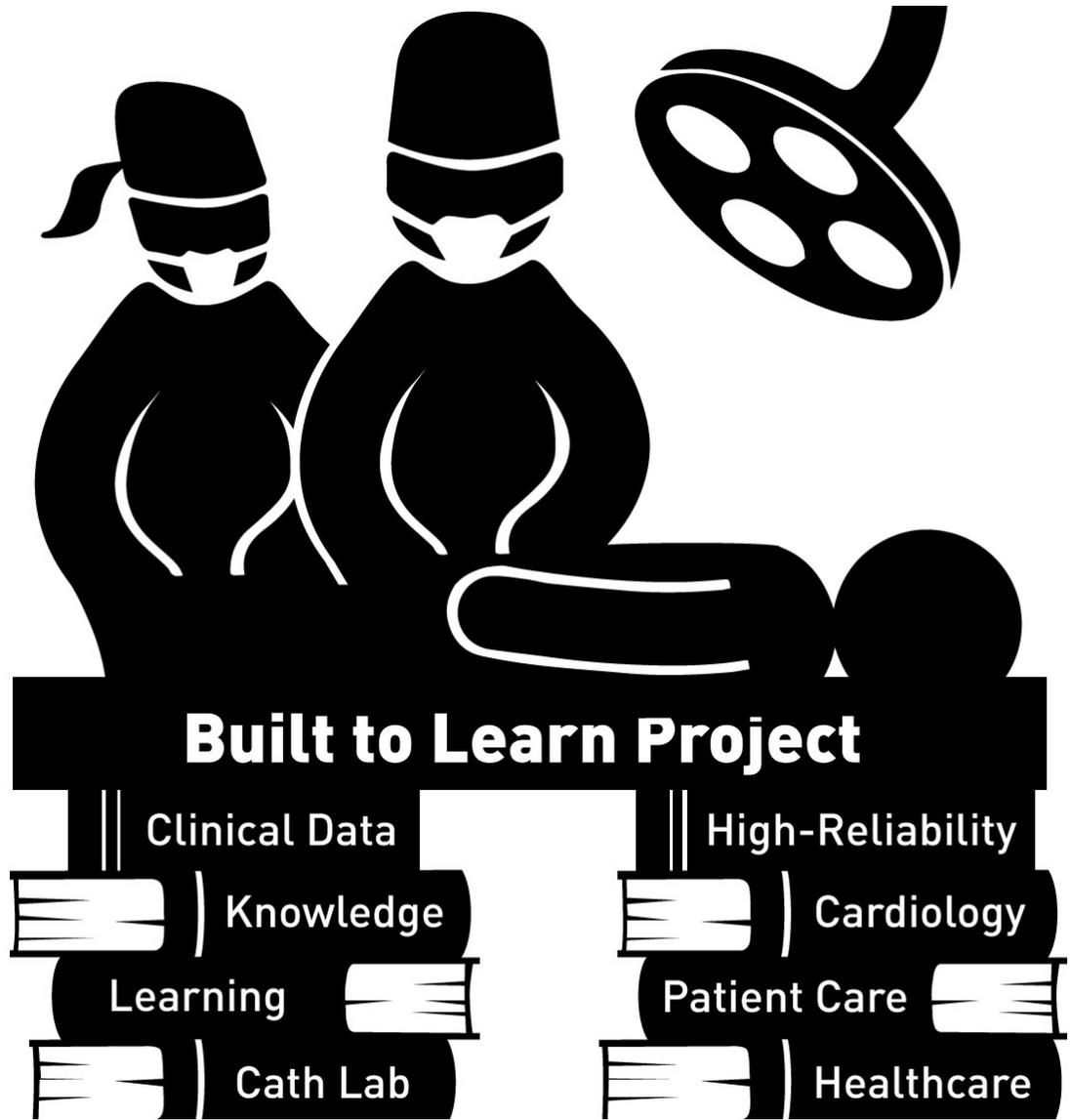
Poll Question

- Are you working remotely today due to COVID-19 related restrictions on being in the office?
- Yes
- No
- Not working today – attending this on my day off

Poll Question

As of today, what is the biggest barrier to your productivity and engagement during remote work? (choose one)

- No barriers – everything is going great
- Technology issues (internet, VPN, inadequate IT equipment at home)
- Children in home/homeschooling/housekeeping/meal responsibilities
- No home office/private workspace
- Missing daily face-to-face interaction (work and social) with colleagues
- Absence of daily routine
- We are living in a pandemic – that is my biggest barrier



Building Supportive Learning Environments: Implementation Research in VA Cardiac Cath Labs

VA Career Development Award

Gov. Polis Announces Statewide Stay-At-Home Order, Provides Update on Colorado Response to COVID-19

Wednesday, March 25, 2020

Washington Issues Stay Home – Stay Healthy Order, Strictly Limiting Business Operations

Wednesday, March 25, 2020



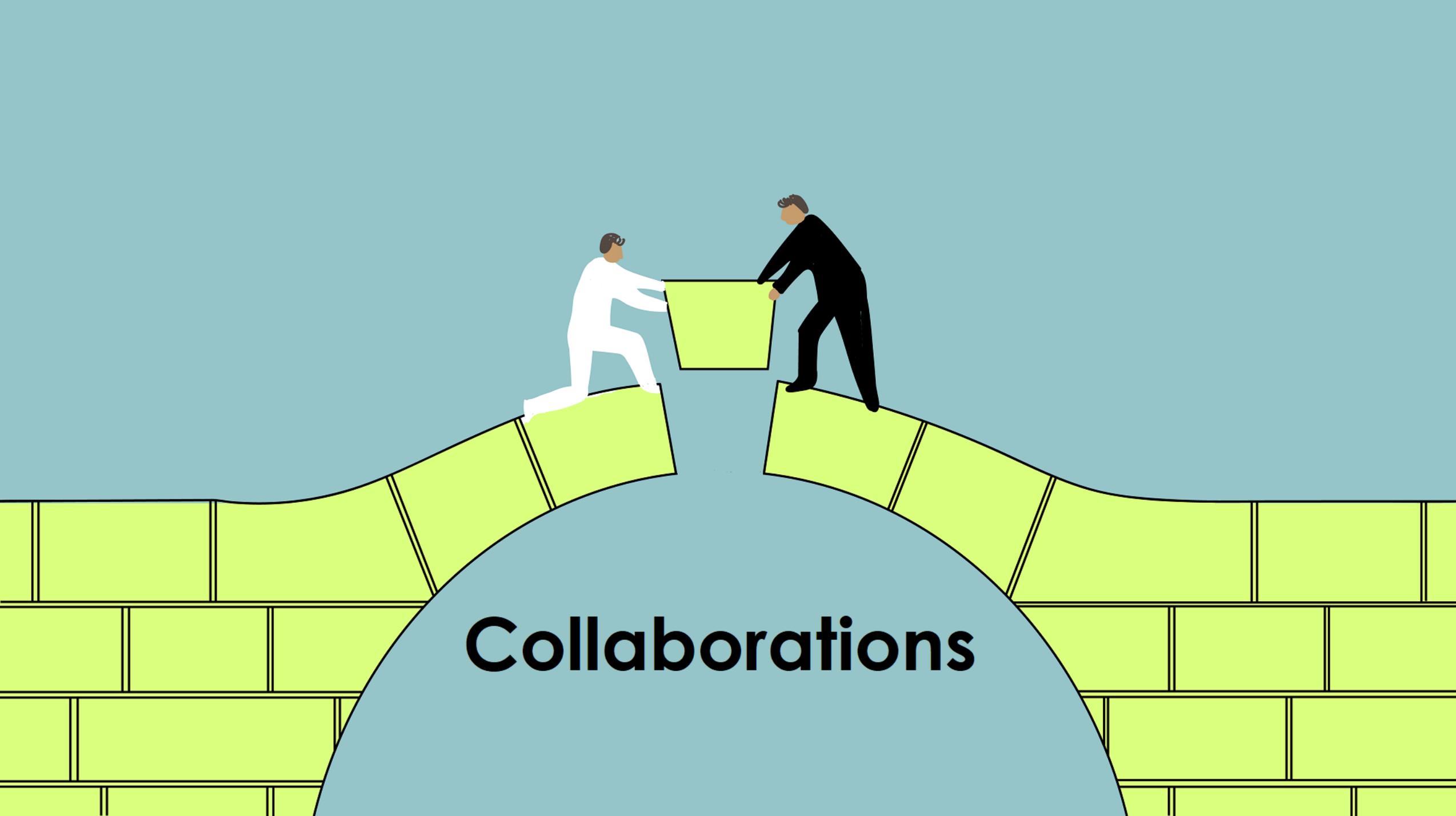
**Stay at home
to save lives.**

This is not a vacation; it's a pandemic.

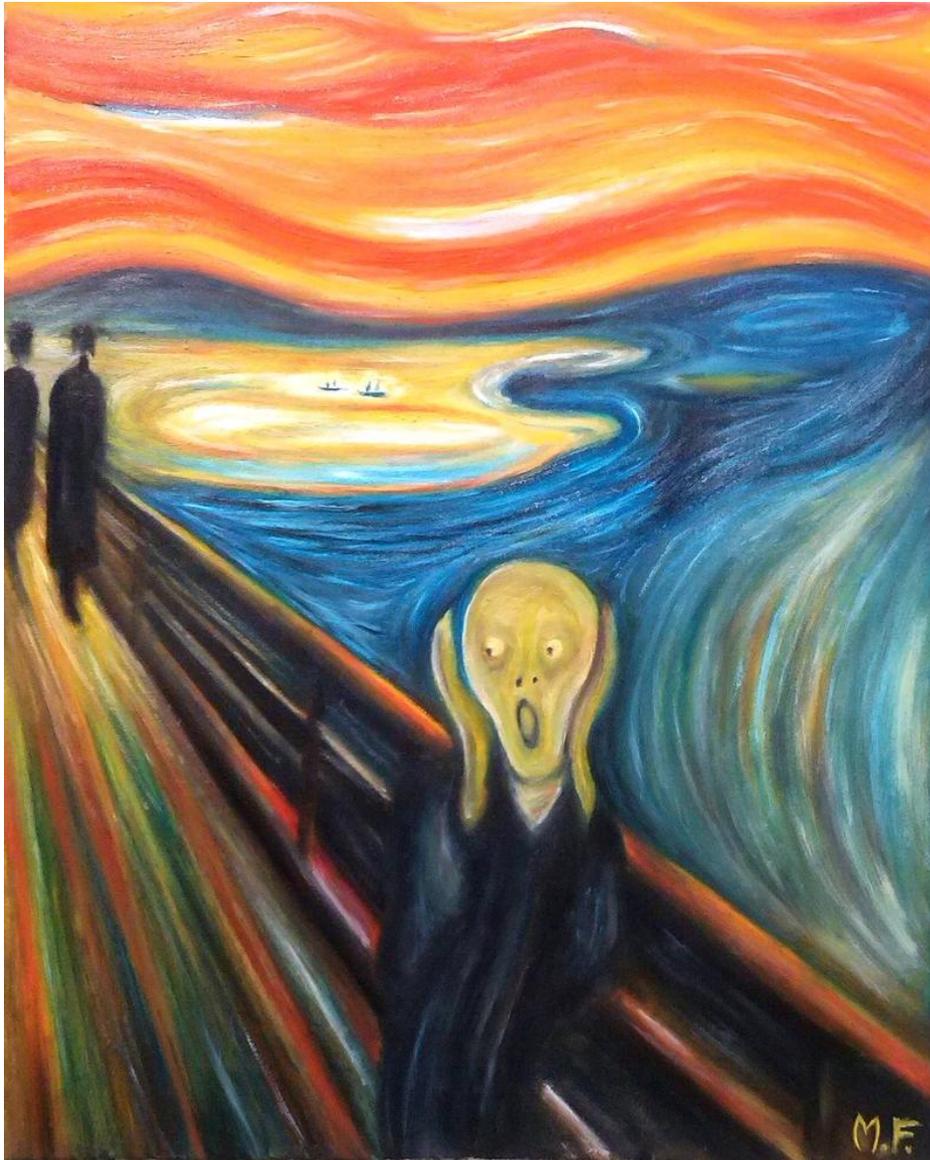


Why Researchers?



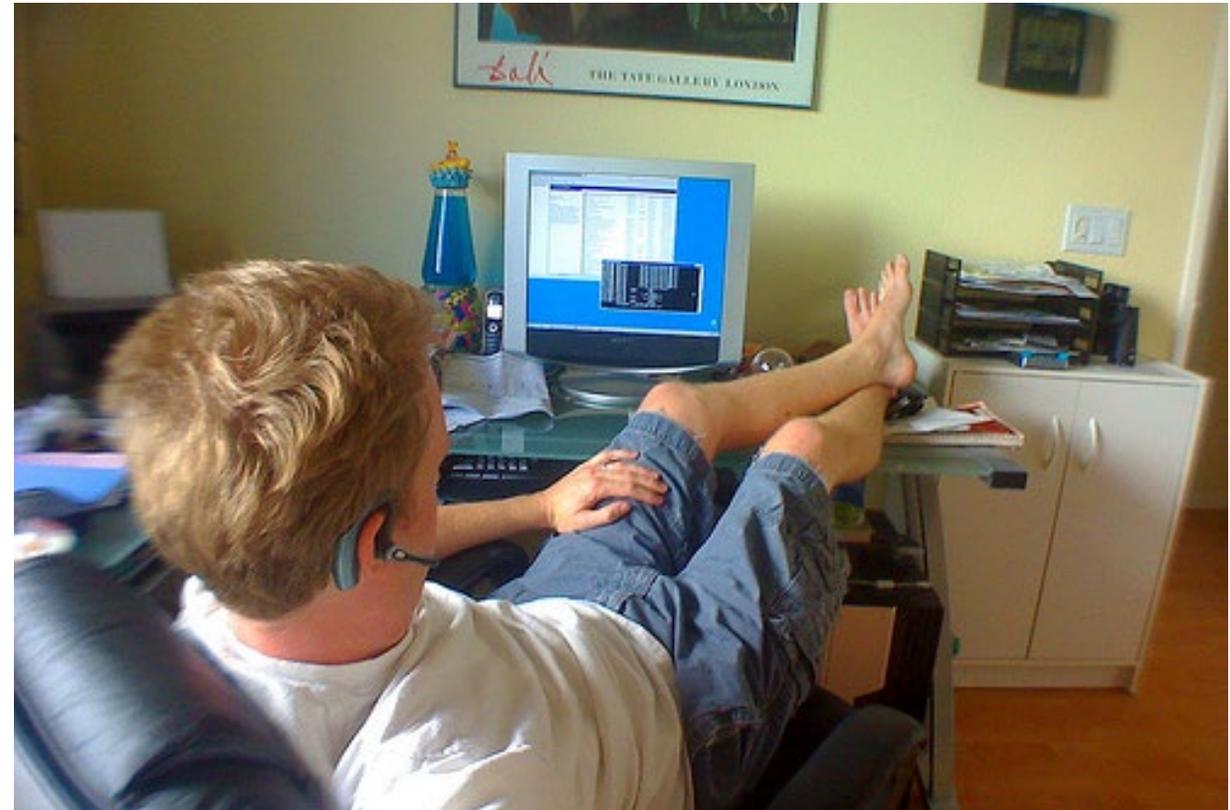


Collaborations



| March | | | | | | |
|-------|----|----|----|----|----|----|
| S | M | T | W | T | F | S |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |
| | | | | | | |

Dreams of Remote Work During COVID-19





The Impact of Remote Work for VA Researchers During COVID-19

Methods



#remote work



#medtwitter

High Reliability
Theory

Relational
Coordination

Remote
Work
Literature



#COVID19



#WFH

Survey Design

Demographics

Remote work
experience

Interference

Barriers

Workarounds

Stop research

Strategies

Social support
in the home

“How are you
doing?”

Methods & Analysis

Pilot Test:
Seattle/Denver
COIN WIP

Field Test: CCTSI

VA RedCap

Funded HSR&D
Researchers –
ART Report

Descriptive,
Multivariable
logistic regression

Manifest Content
Analysis



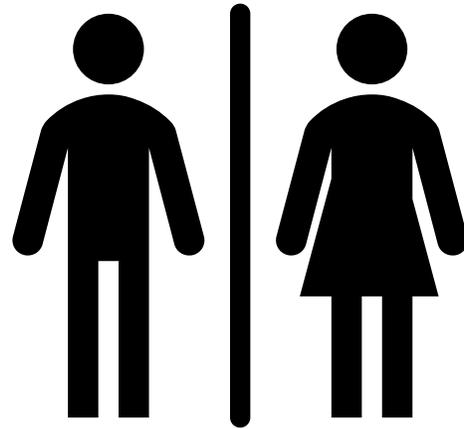
The Impact of Remote Work for VA Researchers During COVID-19

Results

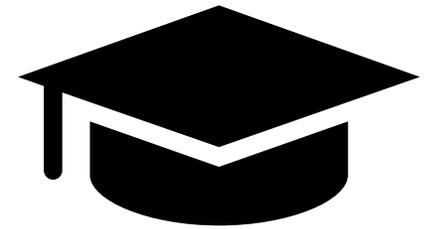
Demographics



473 responses
32% from ART list
68% from public survey

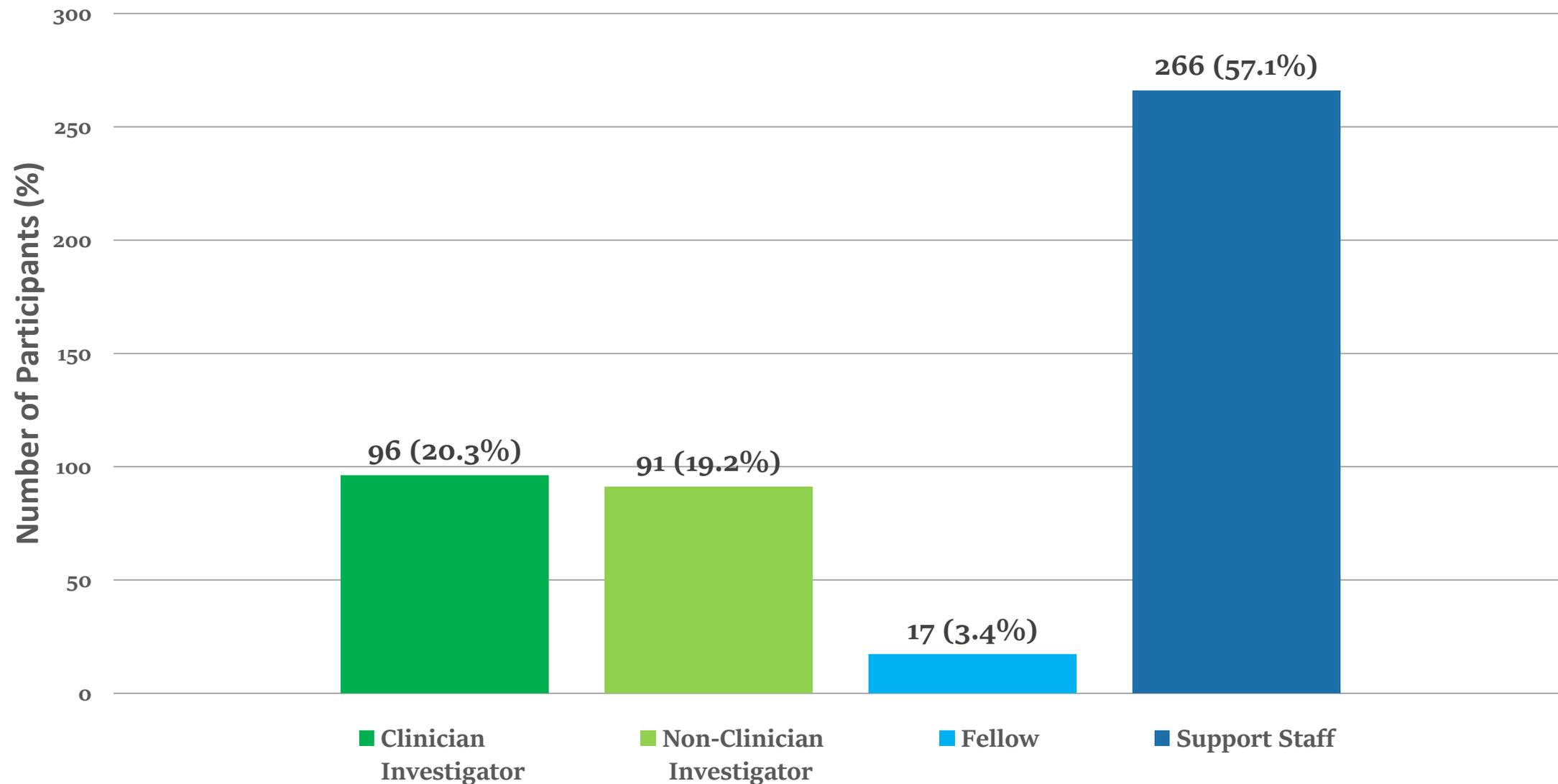


44 years old (mean)
76% female
83% white
7% Asian or Pacific Islander
4% Black

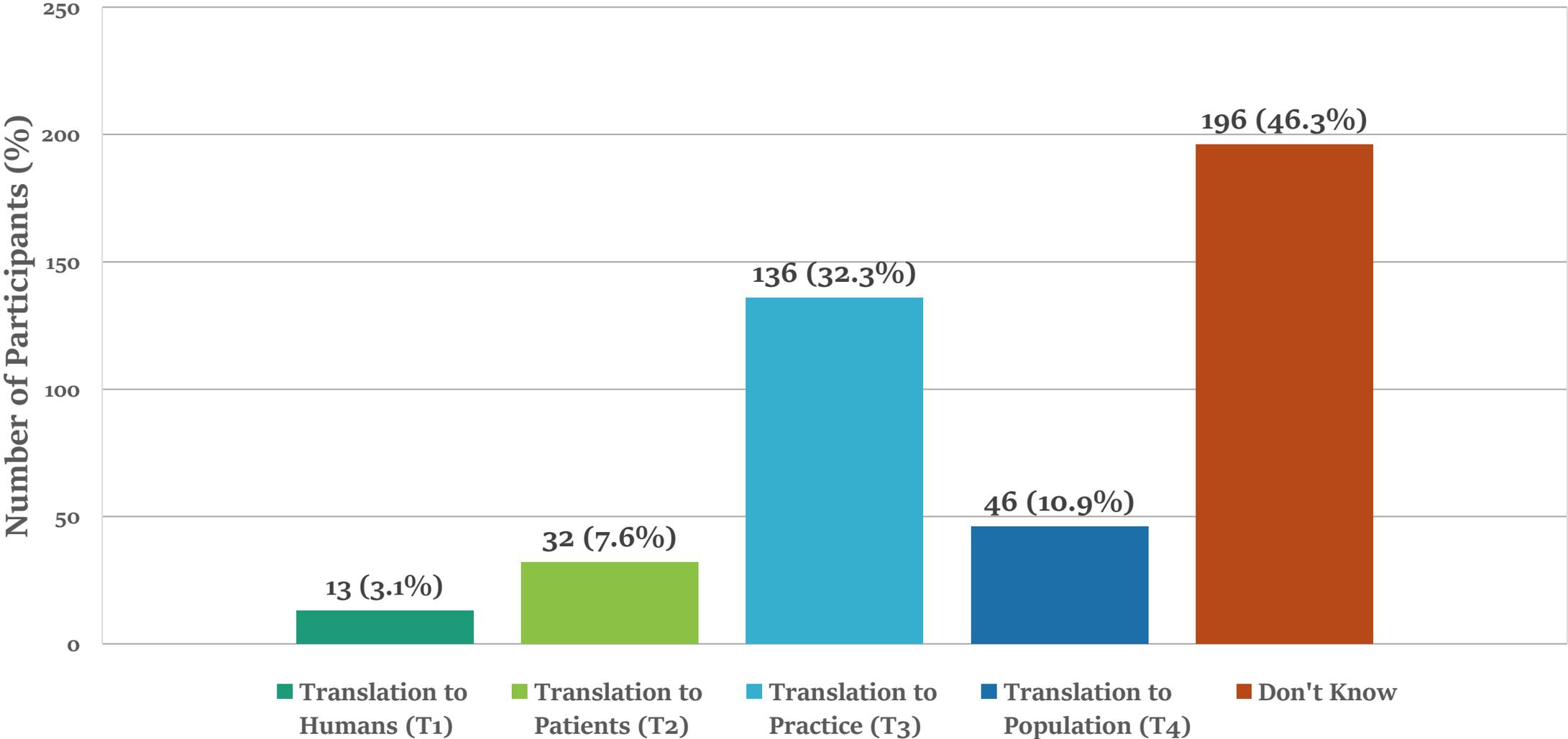


40% PhD
28% Bachelors
22% MPH
12% MD
5% RN/MSN

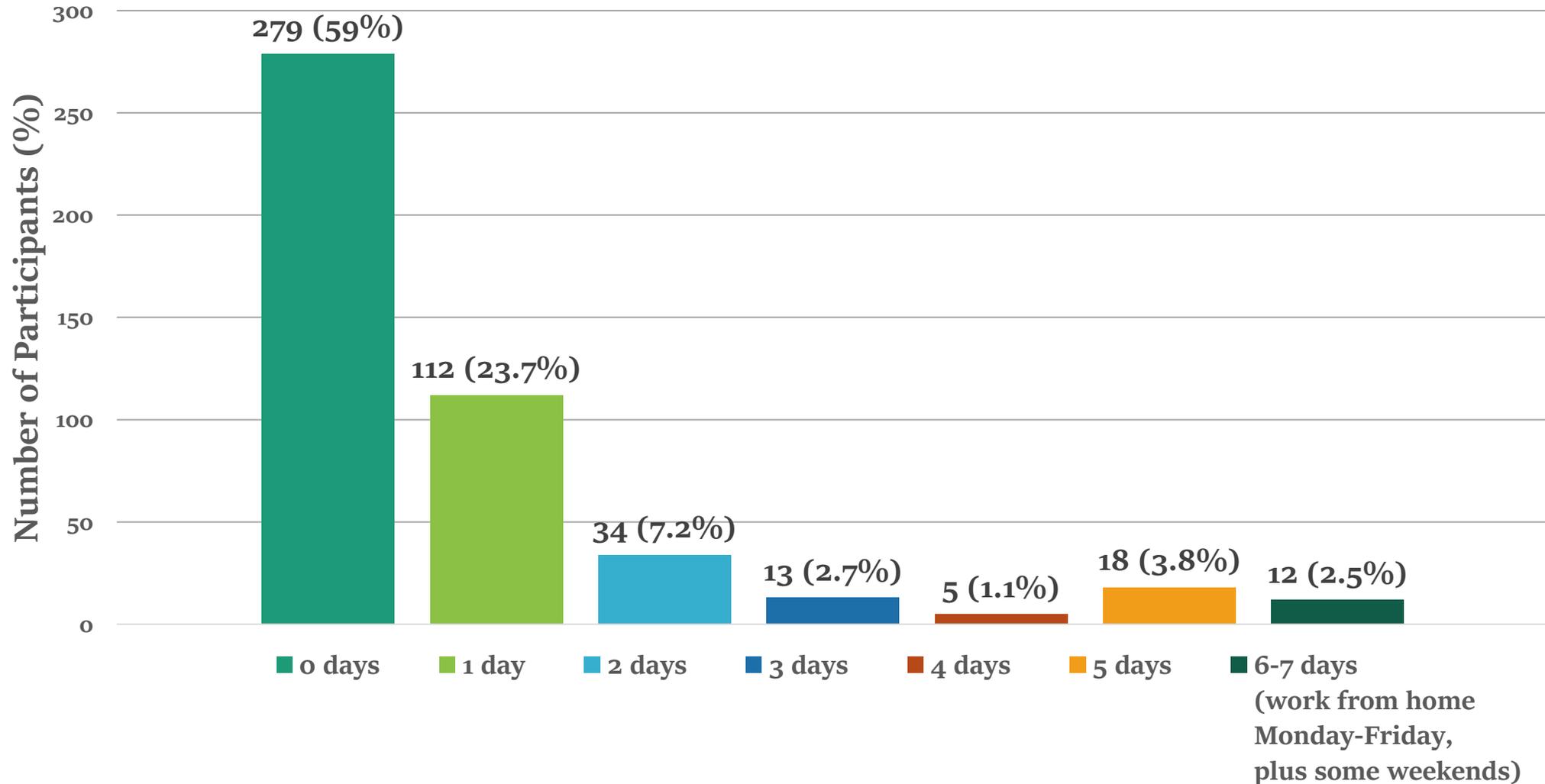
Please indicate the role you spend >50% of your time:



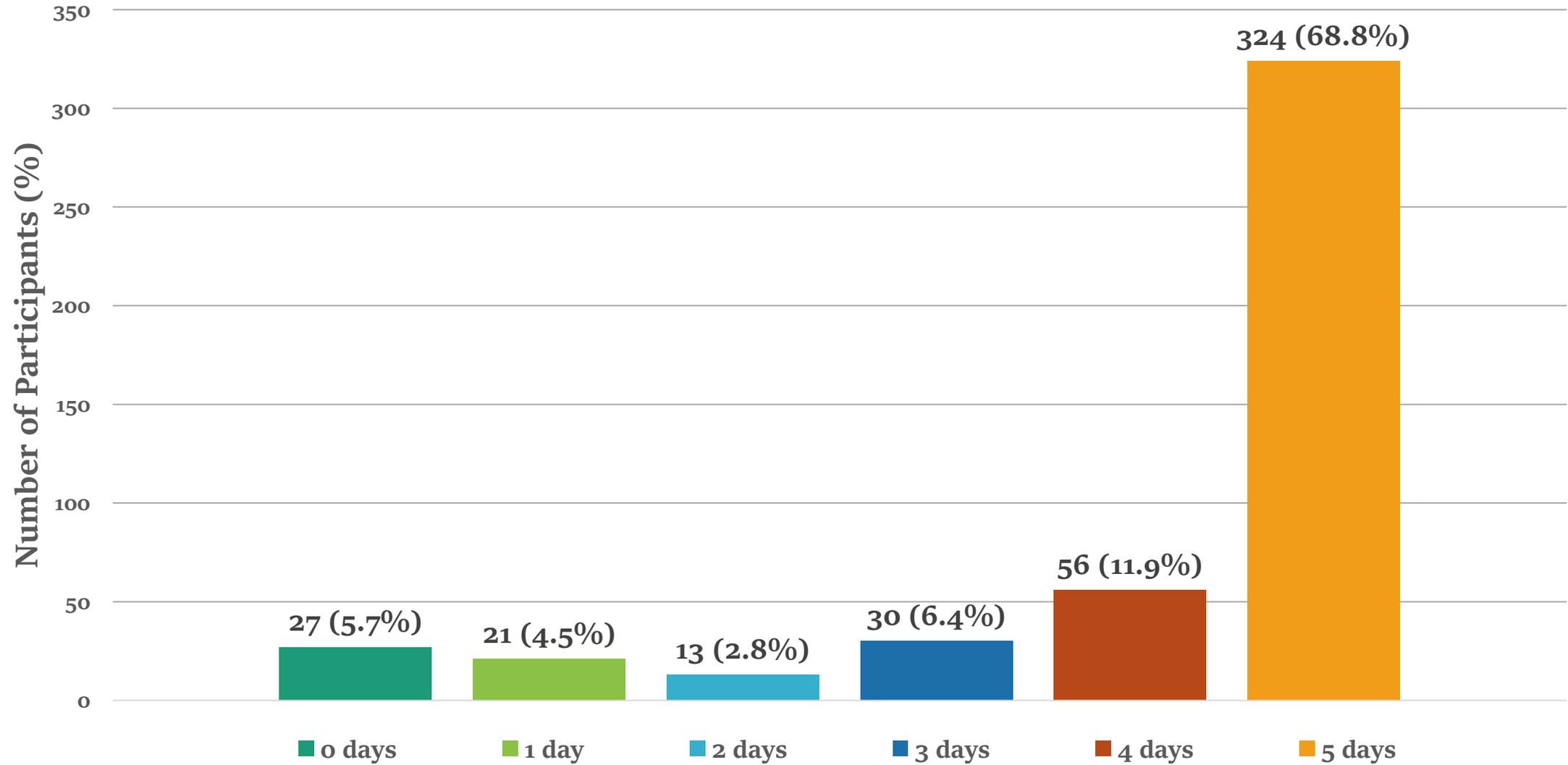
What stage are your projects on the clinical and translational research spectrum?



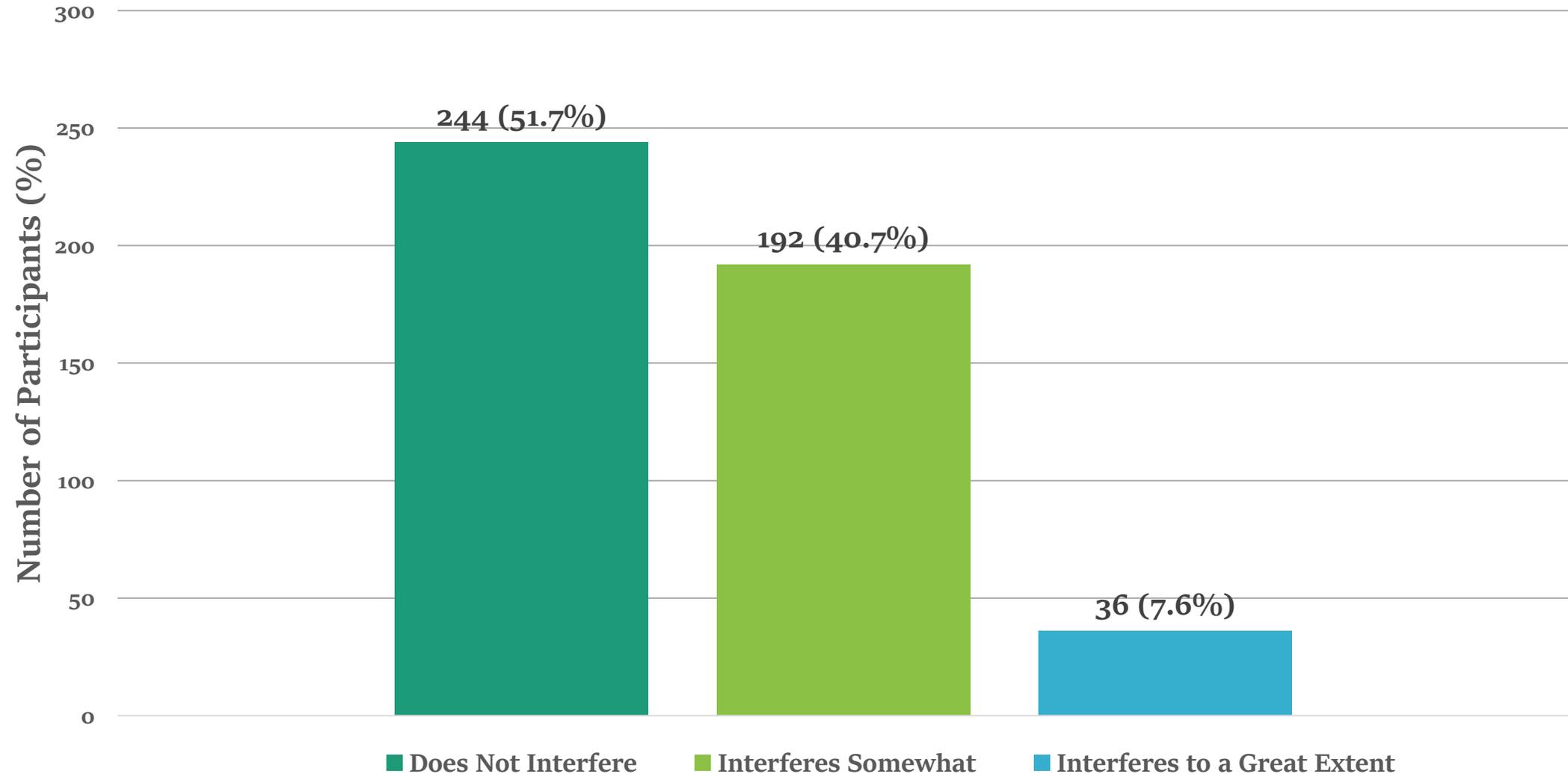
Prior to the remote work for COVID-19, how many days a week did you work from home?



Currently, how many days a week do you work remotely due to COVID-19?

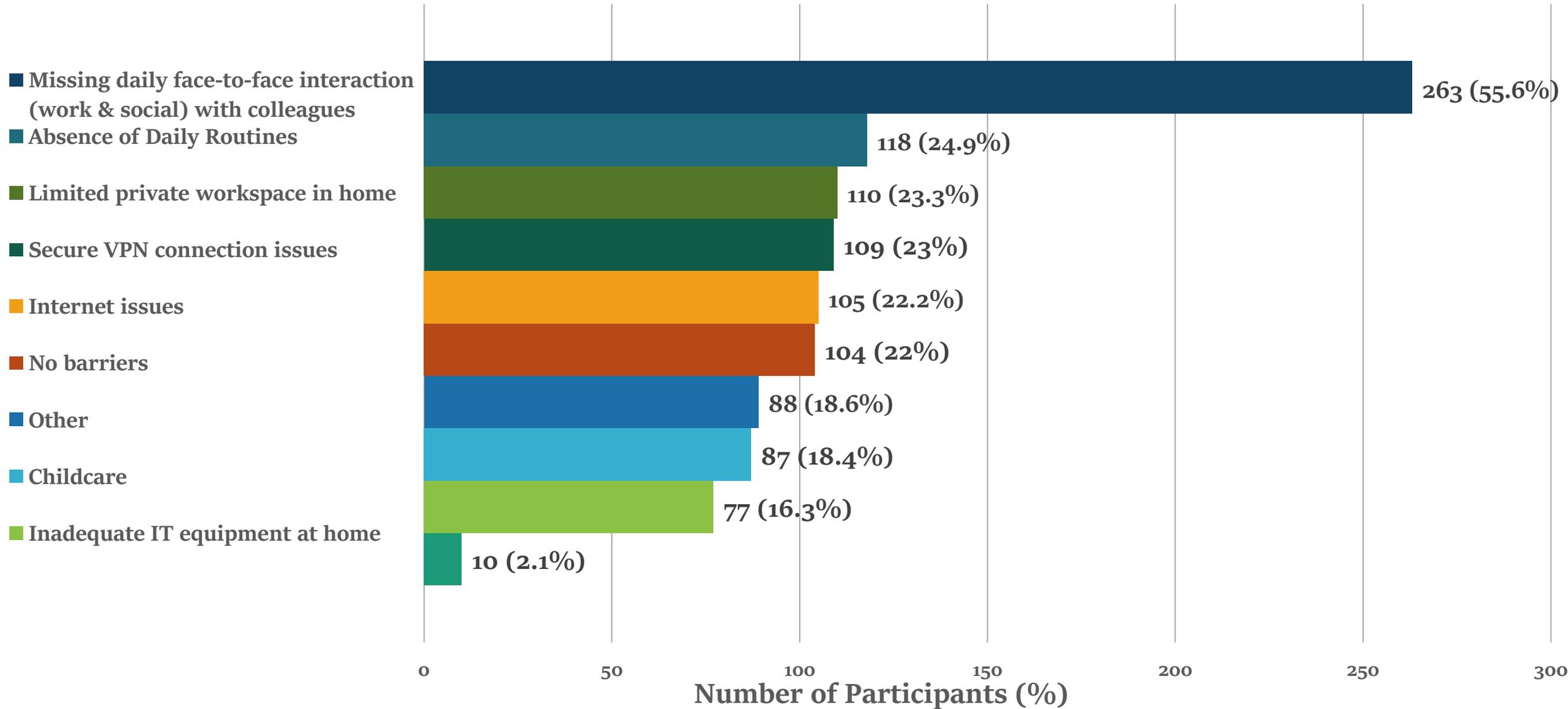


To what extent does remote work during COVID-19 interfere with your research activities?



What barriers to remote work are you experiencing?

*participants checked all that apply



Other Barriers Experienced During Remote Work

“Difficulty reaching coworkers rapidly for assistance – phone unreliable, email slow response”

“Videoconferencing not working ...”

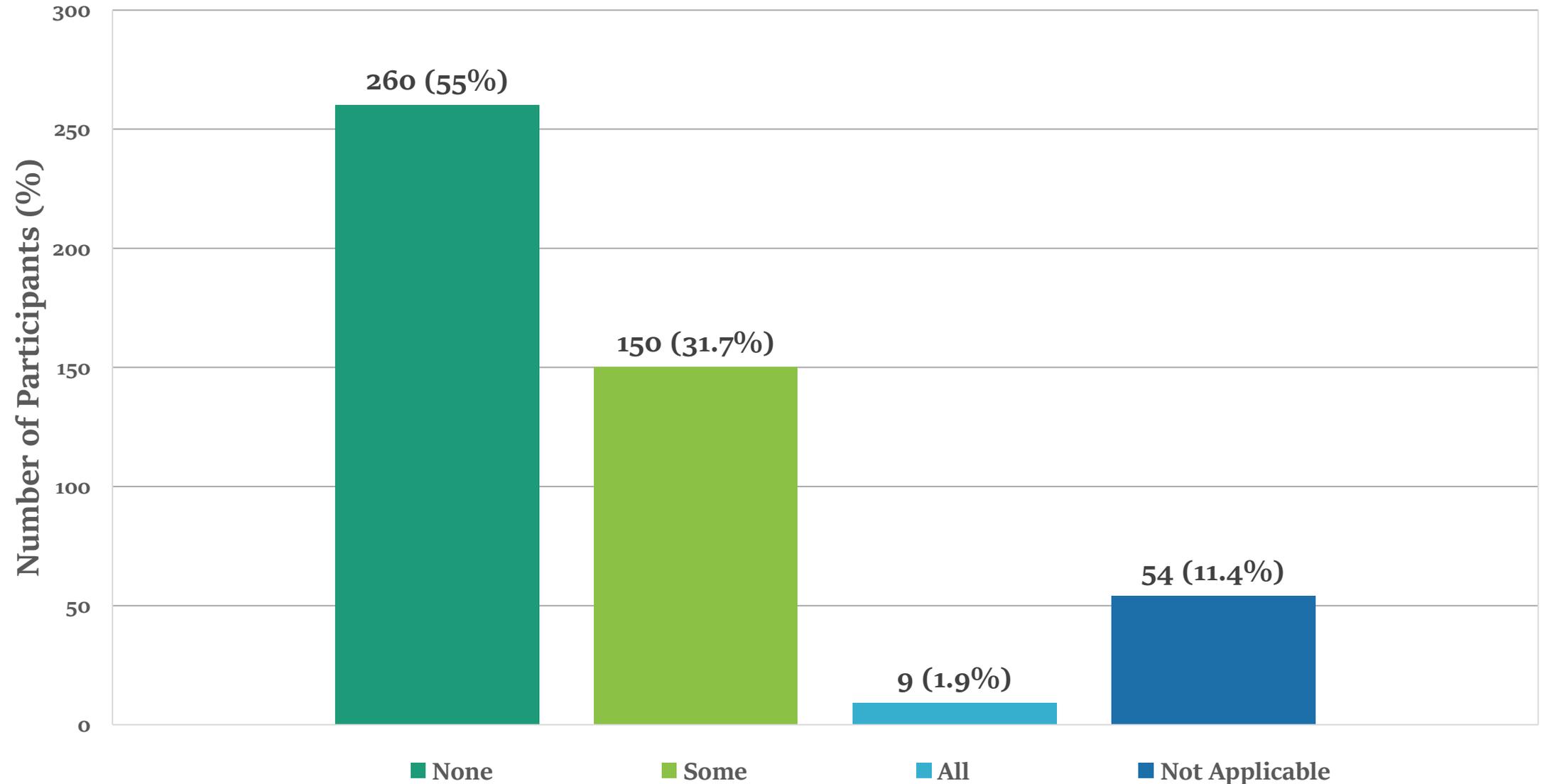
“inability to balance 'work time' from 'non-work time’

“Family members thinking I am available when I am working”

“lack of ergonomic workspace at home...”

“Not permitted to conduct audio-recorded telephone interviews with research participants from a non-VA workspace.”

Will you be stopping any research?



Why research is being slowed or stopped.

“We were able to finish up any participants who were currently enrolled in our study.....”

“In-person research is on hold at our facility unless they have urgent benefits to the participant or are COVID-19 related (approved on an individual basis”

“... although we still have the capacity to perform all research tasks on our end, we've had to put some on hold.”

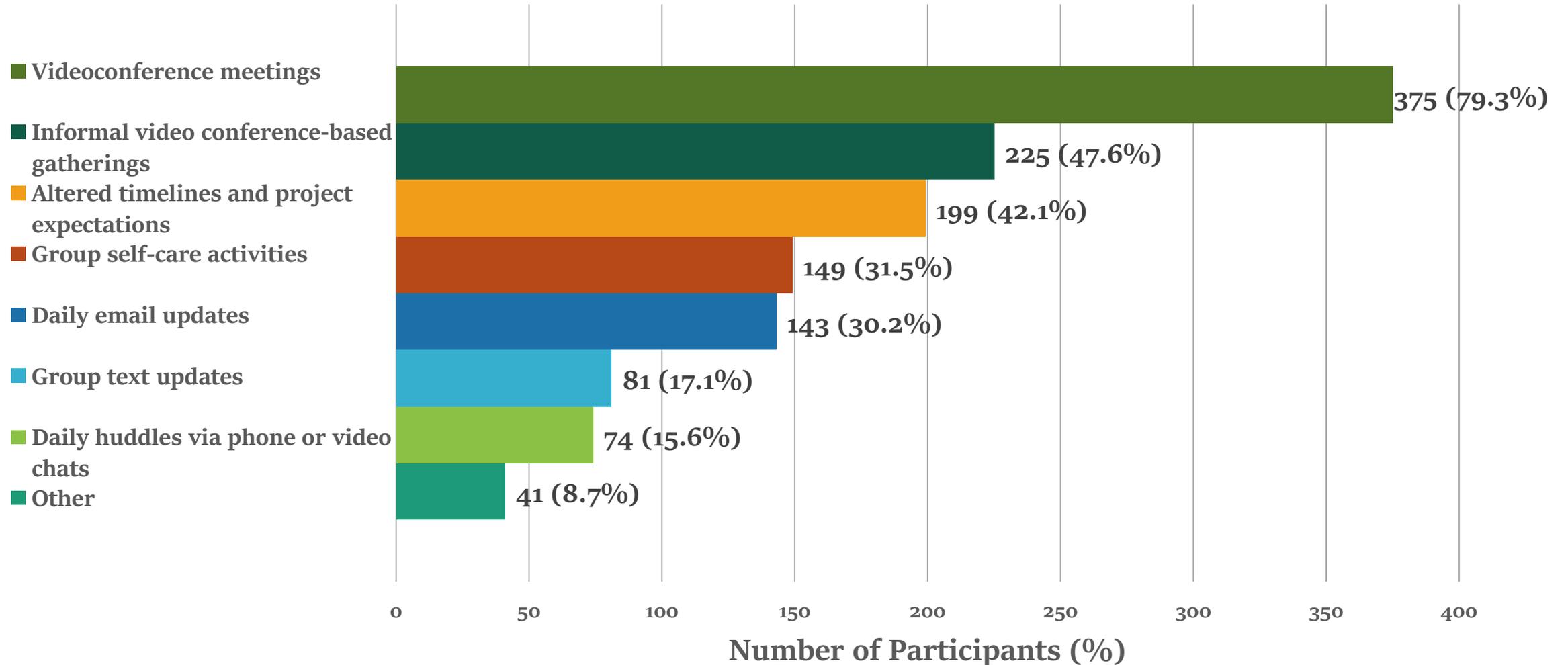
“potential study participants are under a lot of stress and have increased workload.”

“ Research will continue, but there have been modifications in how we collect data...”

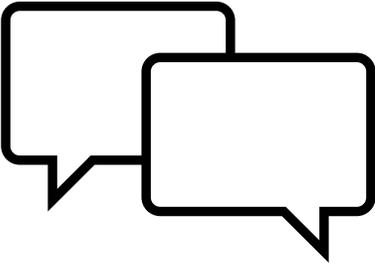
“We put some non-COVID related research on hold so we could focus our efforts on COVID related issues instead...”

What strategies are being implemented to engage staff in a productive way?

*participants checked all that apply



What workarounds have you and/or your team created to address barriers to remote work?



Increased communication and meetings



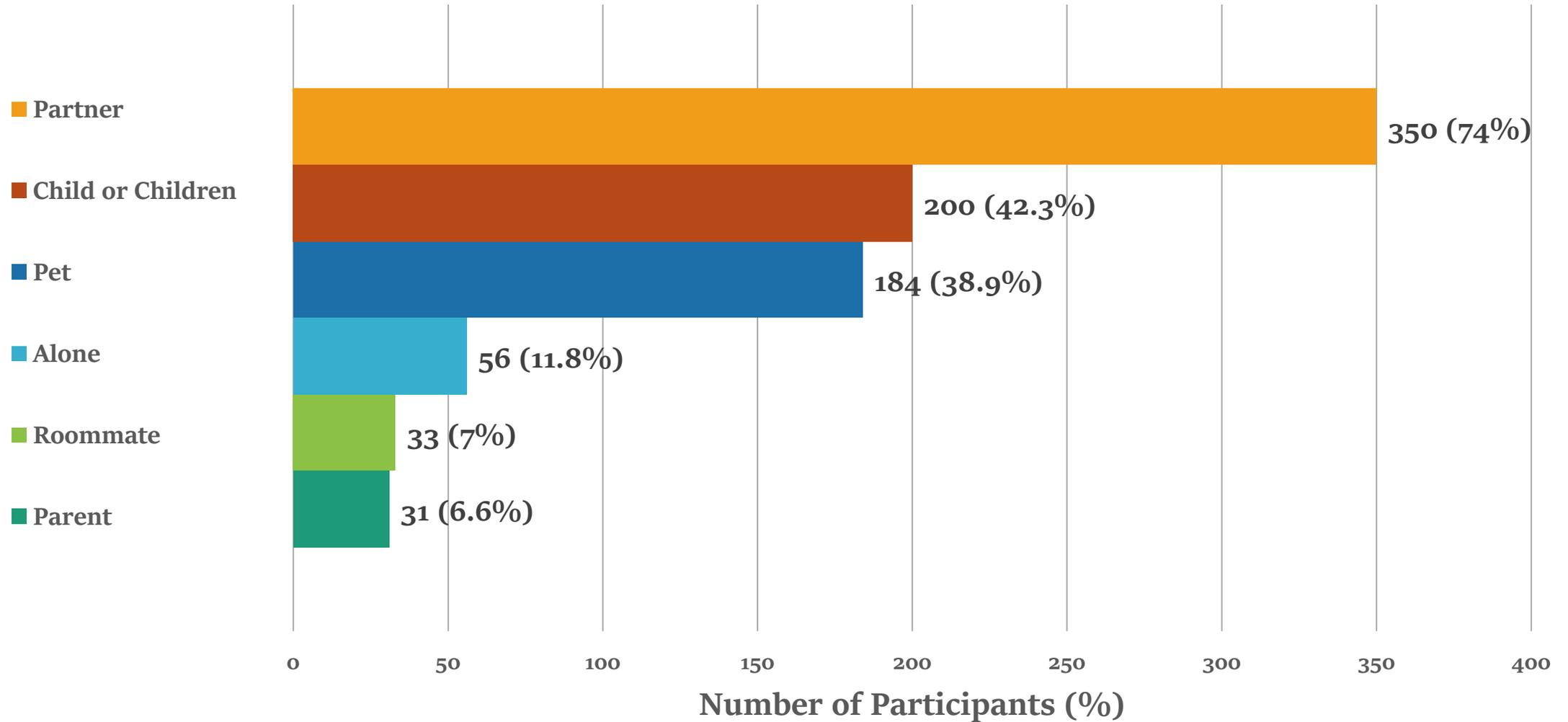
Connect
Phone, text, IM,
email



Group-focused social support

Who else is in your home during the day and/or night?

*participants checked all that apply



Interference on Research Activities



Clinician Investigators > Non-Clinician Investigators

0.39 [95% CI 0.21-0.73] p=0.003

Clinician Investigators > Support Staff

0.23 [95% CI: 0.13-0.40] p <0.001



40-46 years > 47-56 years

0.32 [95% CI: 0.17-0.61] p<0.001

40-46 years > 56-78 years

0.32 [95% CI: 0.16-0.6] p=0.001

COVID Stories

In your story, please consider including information on:

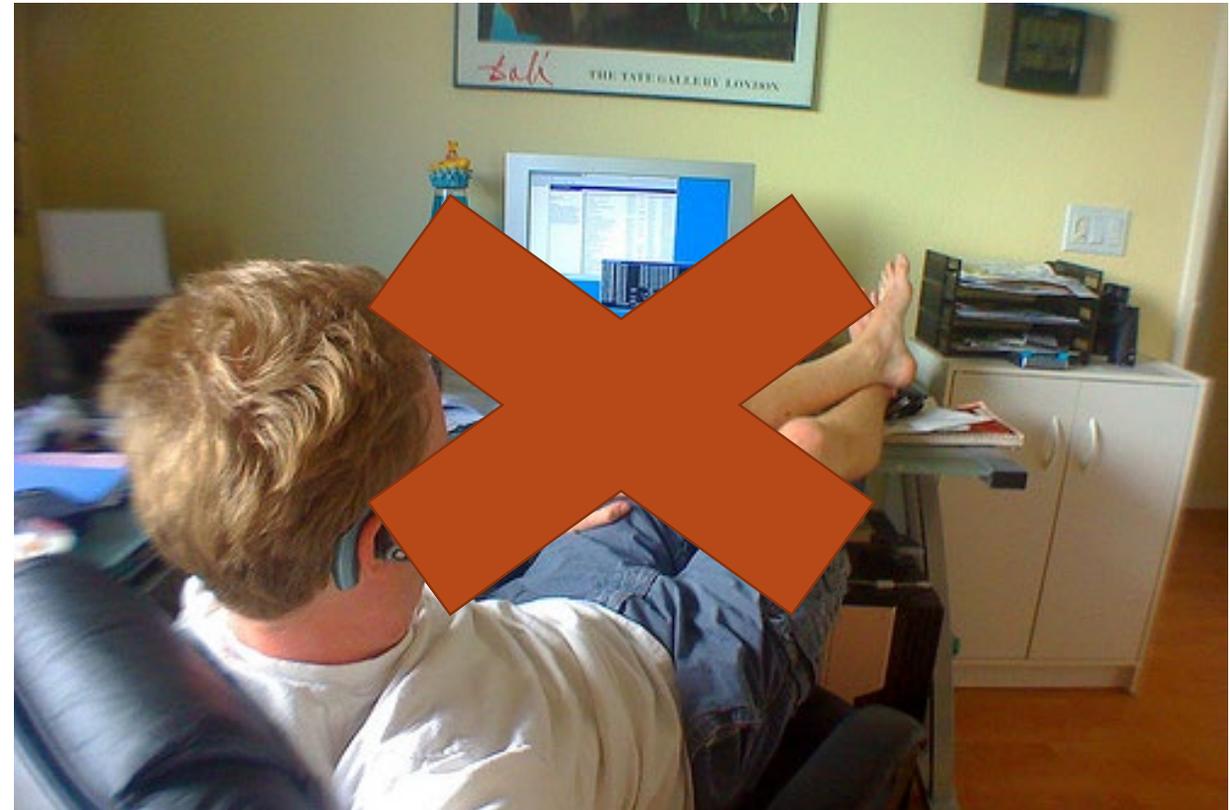
- How remote work during the COVID-19 pandemic has impacted you
- How you are adapting to remote work during the COVID-19 pandemic
- How you are coping with remote work during the COVID-19 pandemic
- Your concerns in the short and long term



The Impact of Remote Work for VA Researchers During COVID-19

Discussion

Pipe Dreams of Remote Work During COVID-19

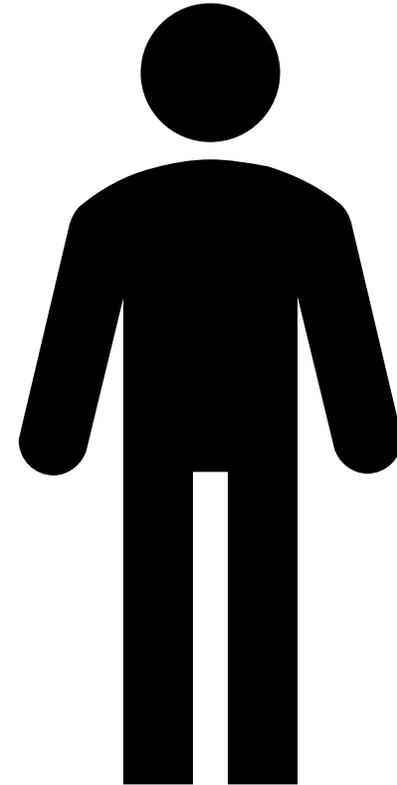
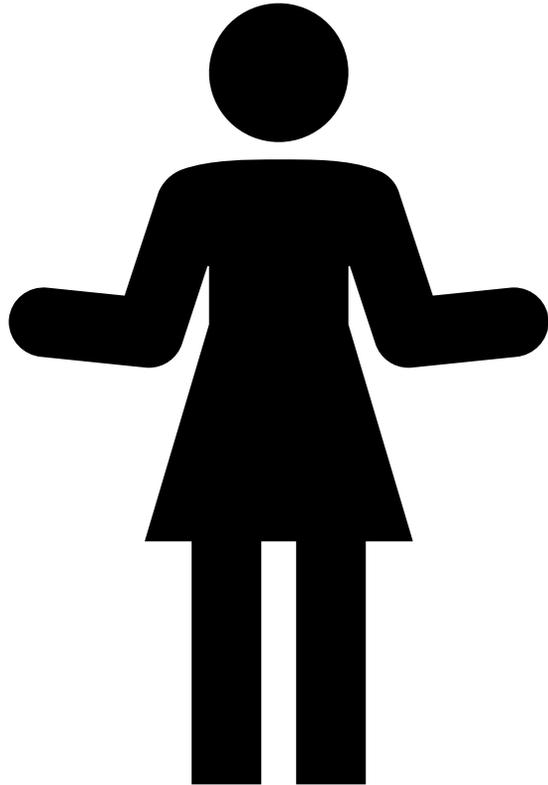




MISSING YOU...



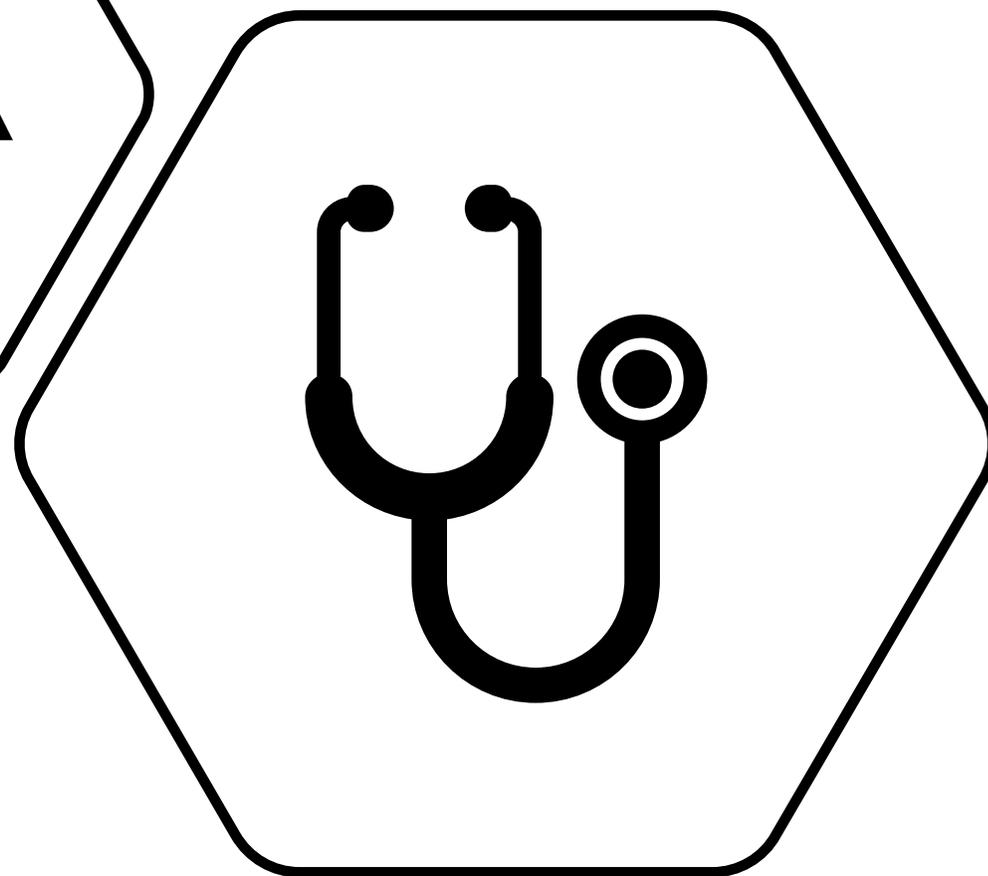
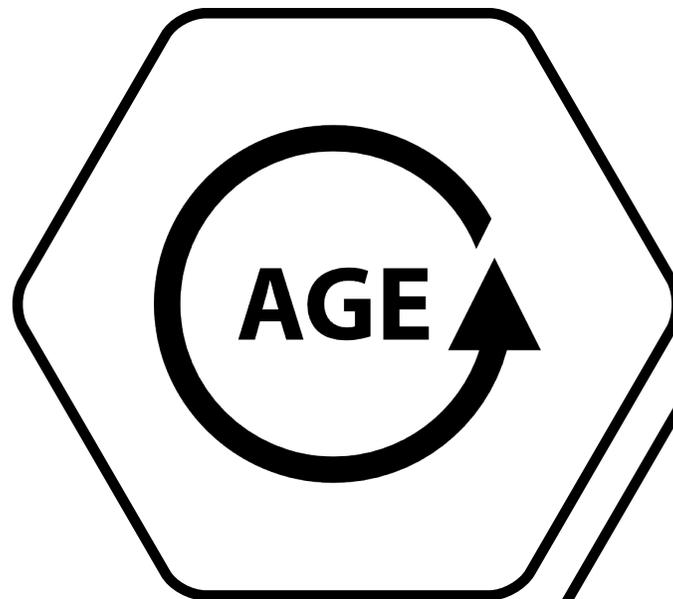
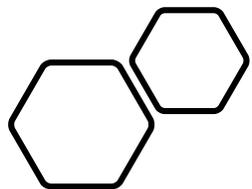
Women Responded More Than Men



Effect of COVID-19 Pandemic on Women

Although my children are elementary and middle school, they still require attention throughout the day since they have no structured activities (i.e. no camp, no babysitter).

The day is generally a stressful mess and we barely get by. Because my work is research and I can 'work' from home, I do so while my husband goes into the office. Like many women bearing the burden of childcare my career is slowing down.



Higher Levels of
Interference with Research



Call to Action

Restructure the Nature of Remote Work



**Revisit
Communication**

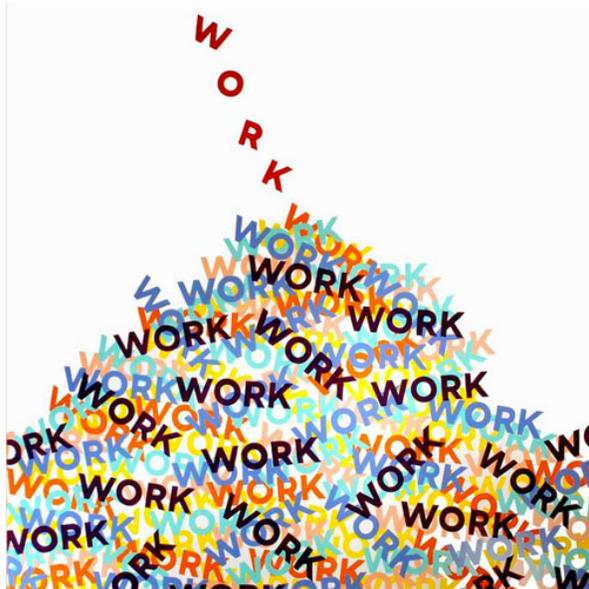


**Workflow and
Boundaries**



Home Office

Revisit our Goals



Work & Career



Family & Community

Rethink Management



Relatedness



Competence



Autonomy

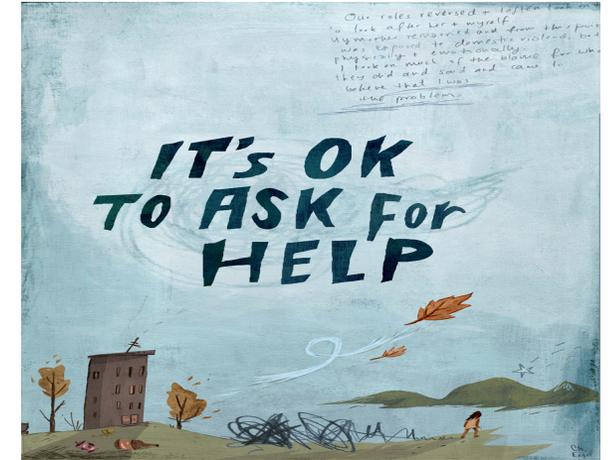
Put Your Own Oxygen Mask on First



Sleep



Find Joy



Seek Help

“We must approach our work with a renewed sense of purpose.”

There is a lot for us to do, and together, we will bring light and truth to a country and world that need both.”

Peter Salovey - President
Yale University
October 2020



Thank you!

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