SURVEY RESULTS: PANDEMIC EFFECTS ON THE WORKPLACE

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Texas Children’s Hospital
September 9, 2021
SCORCH 2021 - Chicago
Acknowledgements:

• I have no financial conflicts of interest

• Thank you to SCORCH for their thoughtful discussion, leadership, and mentorship
Desire to study impact of remote work in pediatric radiology departments from the COVID-19 pandemic (March 2020-December 2020)

7 radiologists from 4 large pediatric radiology departments devised survey questions

**Children’s Healthcare of Atlanta:** Adina Alazraki
**Cincinnati Children’s:** Andrew Trout
**Children’s Hospital of Philadelphia:** Lisa States
**Texas Children’s:** Siddharth Jadhav, Marla Sammer, Victor Seghers, Andrew Sher

**Kassa Darge, Thierry Huisman, Jack Vo provided departmental leadership perspective for survey content**
SPR Survey
23 questions (Jan-Feb 2021)
255 respondents (1,501 members)
Demographic:
• Whether or not had a Home PACS
• Size of Ped Rad Department
• How frequently performed at-home rotations pre-COVID
Opinion Questions:
• Predictions regarding future at-home rotations
• Compared lvls satisfaction, professional accomplishment, challenges/benefits working from home vs. in-hospital
• Explored clinical productivity, diagnostic accuracy, communication, education of trainees, research productivity working from home vs. in-hospital

SCORCH Survey
22 questions (Dec 2020-Jan 2021)
51 respondents (99 members)
Demographic:
• Name of Institution
• Size of Department
• Whether of not provided Home PACS to faculty/trainees
Technical aspects of Home PACS setup
Operational/Communication Workflows

3 duplicate SPR survey questions to compare SPR members and SCORCH leaders opinions of the future of at-home rotations once COVID-19 is better controlled
Multiple Types of Questions on both Surveys

4. AFTER the COVID-19 pandemic is over and it is safe to work in the hospital again, what percentage of assignments do YOU BELIEVE IS REASONABLE to be worked from home?

Mark only one oval.

- None
- 1-20%
- 21-40%
- 41-60%
- 61-80%
- 81-99%
- 100%

Describe your feeling of professional accomplishment when working from home versus working in-hospital. (A score of “5” represents the SAME experience at home vs. in-hospital.)

0 1 2 3 4 5 6 7 8 9 10

Much less professional accomplishment when working from home vs. in-hospital

Anytime you would like to convey to the pediatric radiology community about working from home?

7. What are the biggest CHALLENGES you face working from home? (May select more than 1 option)

- Childcare (both availability of childcare or simply having children at home)
- Change in social interactions with colleagues (both within and outside Department of Radiology)
- Differences in communications (coworkers, technologists, ordering providers, nursing staff, etc.)
- Internet connectivity/power outages
- Lock of usual reference materials at home
- Too many distractions at home
- Physical workspace
- Pressure to still work from home despite being mildly ill
- Decreased boundaries between work responsibilities and home/personal life
- Computing Hardware/Software Difficulties
- Social or Emotional Engagement with hospital/co-workers
- No Change in Rotations (e.g. structure of in-hospital rotations/responsibilities/time frame did NOT change despite now working from home)
 Majority of respondents have access to Home PACS

**SPR Members: 81%**

I have a PACS workstation at home. (Definition: Any home computer system that allows for diagnostic evaluation of imaging PLUS creation of formal imaging reports.)

- Yes: 255 responses
- No: 51 responses

**SCORCH members 94%**

Does your Department provide HOME PACS workstations to faculty to enable working from home? (Definition: Any home computer system that allows for diagnostic evaluation of imaging PLUS creation of formal imaging reports.)

- Yes: 51 responses
- No: 0 responses
Technical Aspects of Home PACS

TCH “Off-the-shelf” Home PACS
≈ $3500
3 Monitors, *FDA approved
Video Camera, MS Teams
VPN
Same 3rd party apps
Nuance Powerscribe dictation
Who pays for Home PACS?

<table>
<thead>
<tr>
<th>Source</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital Funds</td>
<td>40%</td>
</tr>
<tr>
<td>Radiology</td>
<td>50%</td>
</tr>
<tr>
<td>Professional Fund</td>
<td>10%</td>
</tr>
<tr>
<td>Self-pay</td>
<td>5%</td>
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</tbody>
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Do trainees receive Home PACS?

<table>
<thead>
<tr>
<th>Option</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, both Residents and Fellows</td>
<td>10%</td>
</tr>
<tr>
<td>Yes, but only Fellows</td>
<td>5%</td>
</tr>
<tr>
<td>No trainees receive Home PACS</td>
<td>85%</td>
</tr>
</tbody>
</table>

How does your faculty communicate FROM HOME with coworkers, technologists, ordering providers, nursing staff, etc.? (May select more than 1 option.)

<table>
<thead>
<tr>
<th>Method</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal cell phone or landline</td>
<td>90%</td>
</tr>
<tr>
<td>Institutional issued phone (i.e. mobile phone)</td>
<td>10%</td>
</tr>
<tr>
<td>Institutional &quot;internal&quot; computer system (limited via software/hardware as part of Home PACS configuration)</td>
<td>0%</td>
</tr>
</tbody>
</table>

What percentage of faculty working from home are visible via video camera during virtual group meetings (e.g. Departmental/Division meetings, Case Conferences)?

<table>
<thead>
<tr>
<th>Visibility Percentage</th>
<th>Responses</th>
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<tbody>
<tr>
<td>None</td>
<td>5%</td>
</tr>
<tr>
<td>1-25%</td>
<td>15%</td>
</tr>
<tr>
<td>26-50%</td>
<td>20%</td>
</tr>
<tr>
<td>51-75%</td>
<td>15%</td>
</tr>
<tr>
<td>76-99%</td>
<td>15%</td>
</tr>
<tr>
<td>100%</td>
<td>10%</td>
</tr>
</tbody>
</table>
SPR Members Opinions Regarding Working From Home

When I said I wanted to work from home, I didn't mean on Saturday.

@MeetingBoy
How satisfied are you with your current work from home arrangement?

Describe your feeling of professional accomplishment when working from home versus working in-hospital. (A score of "5" represents the SAME experience at home vs. in-hospital.)

Is there a clinically significant difference in your ability to COMMUNICATE WITH REFERRING PROVIDERS when working from home versus in-hospital? (A score of "5" represents the SAME experience at home vs. in-hospital.)

Is there a difference in your CLINICAL PRODUCTIVITY when working from home versus in-hospital? (A score of "5" represents the SAME experience at home vs. in-hospital.)
Is there a difference in your DIAGNOSTIC ACCURACY when working from home versus in-hospital? (A score of "5" represents the SAME experience at home vs. in-hospital.)

5.23

Is there a difference in your RESEARCH PRODUCTIVITY when working from home versus in-hospital? (A score of "5" represents the SAME experience at home vs. in-hospital.)

5.29

Is there a difference in your ability to MEANINGFULLY participate in Departmental meetings, Teaching Conferences, Visiting Professorship lectures when working at home versus in-hospital?

5.21

Is there a difference in your ability to TEACH TRAINEES when working from home versus in-hospital? (A score of "5" represents the SAME experience at home vs. in-hospital.)

2.73
Which of these statements do you think applies to how working from home has affected your relationship with TRAINEES? (May select more than 1 option.)

- Easier to participate in teaching conferences from home
- More difficult to participate in teaching conferences from home
- Easier to staff cases from home using screen sharing
- More difficult to staff cases from home without ability to illustrate findings
- Easier to interact with trainees
- More difficult to interact with trainees
- Easier to provide didactic teaching from home
- More difficult to provide didactic teaching from home
Is there a difference in your level of EMOTIONAL ENGAGEMENT with your institution when working from home versus in-hospital? (A score of "5" represents the SAME experience at home vs. in-hospital.)

4.38

If you have wellness initiatives, do you think the need for wellness programs has changed with working from home versus in-hospital? (A score of "5" represents the SAME experience at home vs. in-hospital.)

5.43
Comparing SPR and SCORCH member predictions of future of at-home work

SPR Survey

AFTER the COVID-19 pandemic is over and it is safe to work in the hospital again, what percentage of assignments do YOU BELIEVE IS REASONABLE to still be worked from home?

<table>
<thead>
<tr>
<th>Percentage Level</th>
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<tr>
<td>None</td>
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<tr>
<td>1-20%</td>
<td>30.00%</td>
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<tr>
<td>21-40%</td>
<td>25.00%</td>
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<tr>
<td>41-60%</td>
<td>15.00%</td>
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<tr>
<td>61-80%</td>
<td>7.00%</td>
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<tr>
<td>81-99%</td>
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<tr>
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SCORCH Survey

AFTER the COVID-19 pandemic is over and it is safe to work in the hospital again, what percentage of assignments do YOU BELIEVE IS REASONABLE to still be worked from home (again, excluding interventional radiology)?

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SCORCH members predict significant increase in future at-home work rotations

**SCORCH Survey**

Prior to the COVID-19 pandemic (roughly before March 2020), approximately what percent of your assignments were your faculty (excluding interventional radiology) working from home?

**SCORCH Survey**

AFTER the COVID-19 pandemic is over and it is safe to work in the hospital again, what percentage of assignments do YOU BELIEVE IS REASONABLE to still be worked from home (again, excluding interventional radiology)?
Conclusions from Working From Home Surveys:

Work from Home trends are evolving in part due to COVID-19 pandemic

✓ Ped. Radiologists w/ Home PACS are satisfied when working from home

✓ Ped. Radiologists reported improvements in clinical & research productivity, diagnostic accuracy when working from home

✗ Ped. Radiologists perceived ability to teach trainees, emotional engagement w/ hospital decreased when working from home
Conclusions from Working From Home Surveys:

✓ Greatest Satisfiers when working from home:
  o Improved ability to manage childcare
  o Decreased commute time
  o Increased flexibility w/ schedules

✓ Hybrid staffing models suggested as means to benefit from at-home rotations while maintaining emotional engagement w/ hospital
Companion Manuscripts submitted for Peer Review

Working from home during the COVID-19 pandemic: a Society for Pediatric Radiology membership survey

Matthew C. Seghers¹, Victor J. Seghers, MD, PhD²,³, Andrew C. Sher, MD²,³, Siddharth P. Jadhav, MD²,³, Lisa J. States, MD⁴,⁵, Andrew T. Trout, MD⁶,⁷, Adina L. Alazraki, MD⁸,⁹, Marla B.K. Sammer, MD²,³

Insights into the future of remote work and home workstation infrastructure: a Society of Chiefs of Radiology at Children’s Hospitals (SCORCH) membership survey

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COMMENTS/QUESTIONS?