

# Future of Work in Clinical Research

When analyzing the survey data, we found four key findings:

- 1 Organizations are less confident they will have enough research staffing
- 2 In all clinical research sectors, remote work is here to stay
- 3 All study conduct aspects are leaning towards remote
- 4 The type of activity performed relies less on location modality than organization type

## Organizations are Less Confident They Will Have Enough Research Staffing

When asked about their perception of their organization’s staff levels pre-pandemic versus what it may look like in the next 12 months,



Responses also indicated “numerous” or “widespread” staff shortages rose from **15% to 29%** in the current era, with all role types anticipating shortages. However, organization types varied in their staffing perception for the next 12 months.

- ▶ Sponsors and independent research sites were the most confident of adequate staffing pre- and post-pandemic
- ▶ Academic medical centers were least confident

## Remote Work is Here to Stay

When asking about pre-pandemic work locations, 71% of respondents worked on-site. 48% of these respondents are anticipating their organization will have them work more remotely permanently.

	Fully on-site <u>pre</u> -pandemic	Fully on-site <u>post</u> -pandemic
Independent research sites	84%	69%
Hospitals and health systems	91%	38%
Cancer centers	86%	43%
Academic medical centers (AMCs)	80%	28%
Sponsors	32%	7%
Contract research organization (CROs)	36%	9%

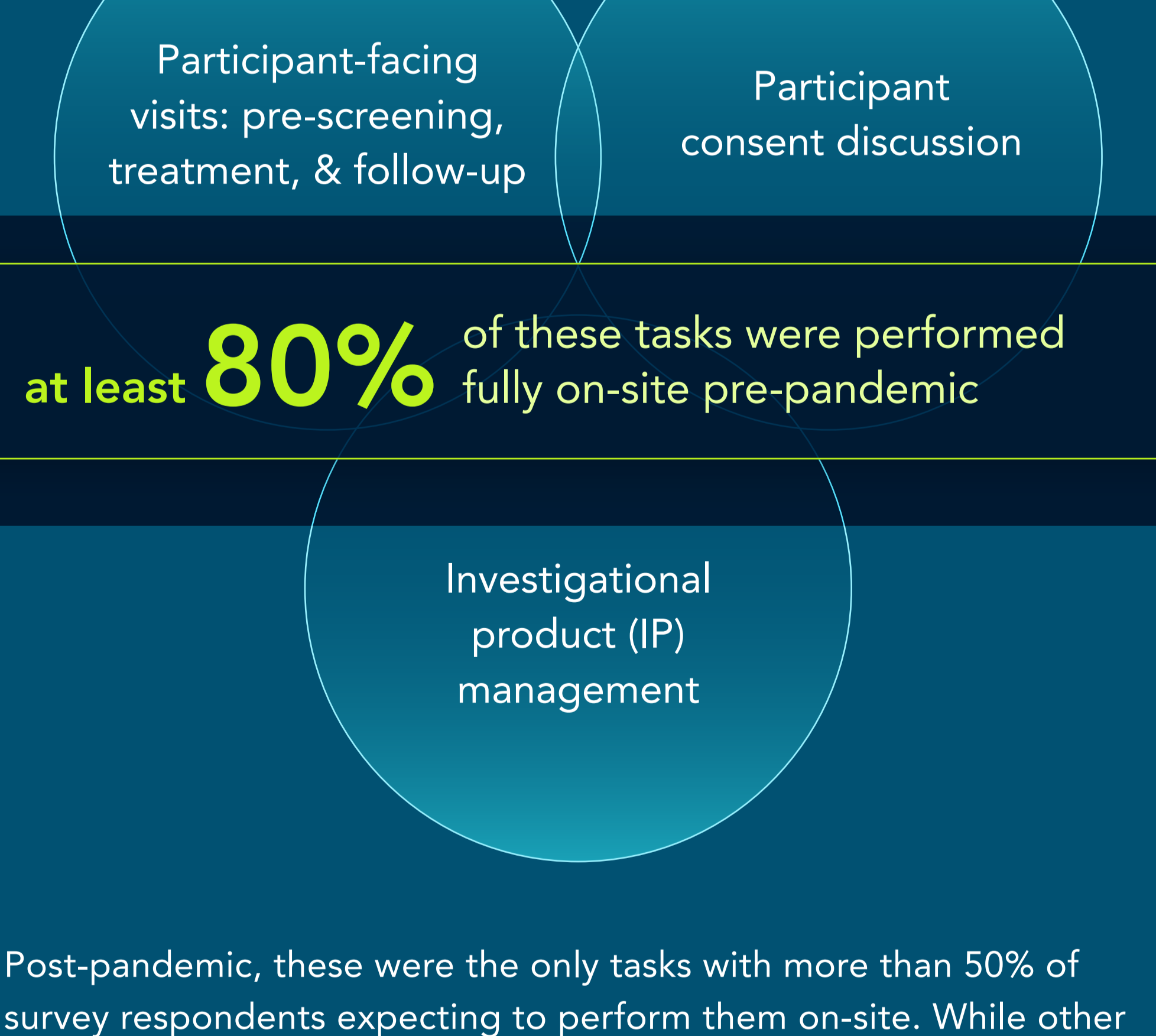
Results found organizations running fewer clinical trials have a higher on-site return rate, and larger organizations are more likely to cut back on their on-site staff, doubling their rate of expected fully remote staff post-pandemic.

On an individual level, staff perceptions of where they want to work has also shifted as well. When asking individuals who were fully on-site pre-pandemic where they would like to work from post-pandemic,



## Study Conduct is Leaning Remote

Pre-pandemic, respondents indicated a majority of their tasks were performed on-site – only one-third of respondents said tasks were done in a hybrid or remote fashion. However, at least 80% of respondents said the following tasks were performed fully on-site pre-pandemic:



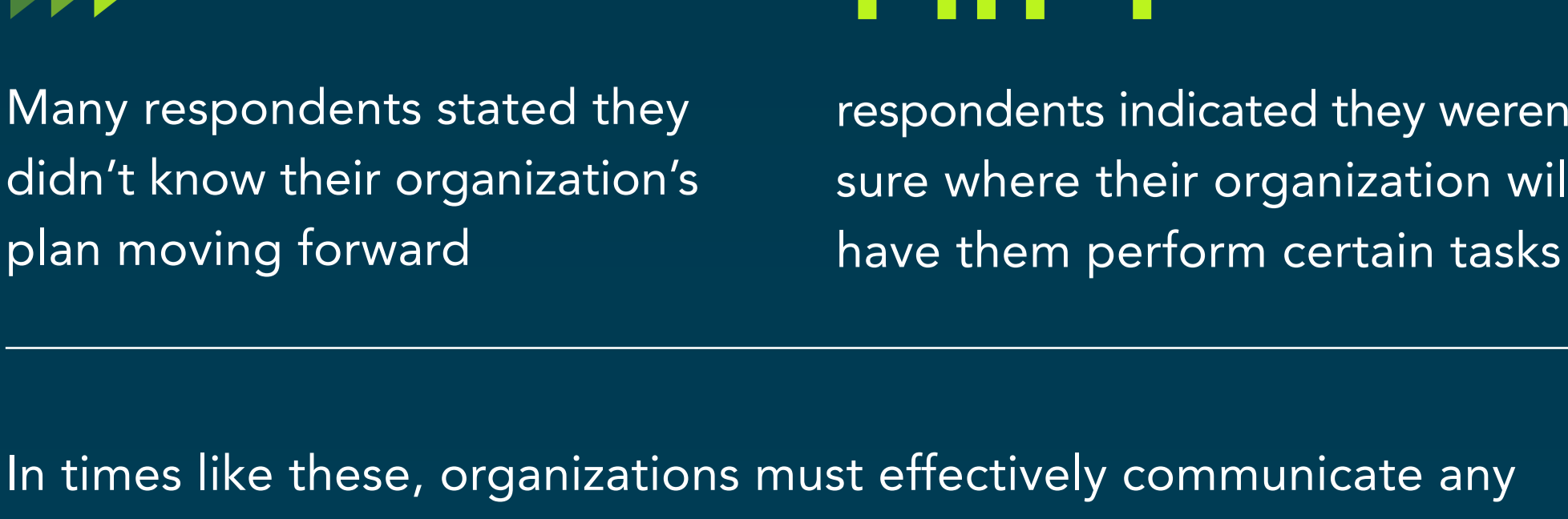
Post-pandemic, these were the only tasks with more than 50% of survey respondents expecting to perform them on-site. While other study tasks varied from 66-78% pre-pandemic, the rates dropped, with 33-47% reporting they will perform that task fully on-site.

## Performed Activities Rely More on Organization Type

- For every organization type, respondents stated they were seeing a decrease in fully on-site tasks.
- AMCs, hospitals/health systems, and cancer centers were the top organizations to report a change in task performance location.

AMCs reported the largest shift, anticipating many document-based processes and workflows to move either hybrid or completely remote. No more than on-third of respondents expected to perform these activities fully on-site.

However, even with speculation, there are many unknowns.



In times like these, organizations must effectively communicate any policies and processes from the top down, ensuring everyone understands what is expected of them.