

Health Research Alliance COVID19 Organizational Survey Results

July 22, 2021

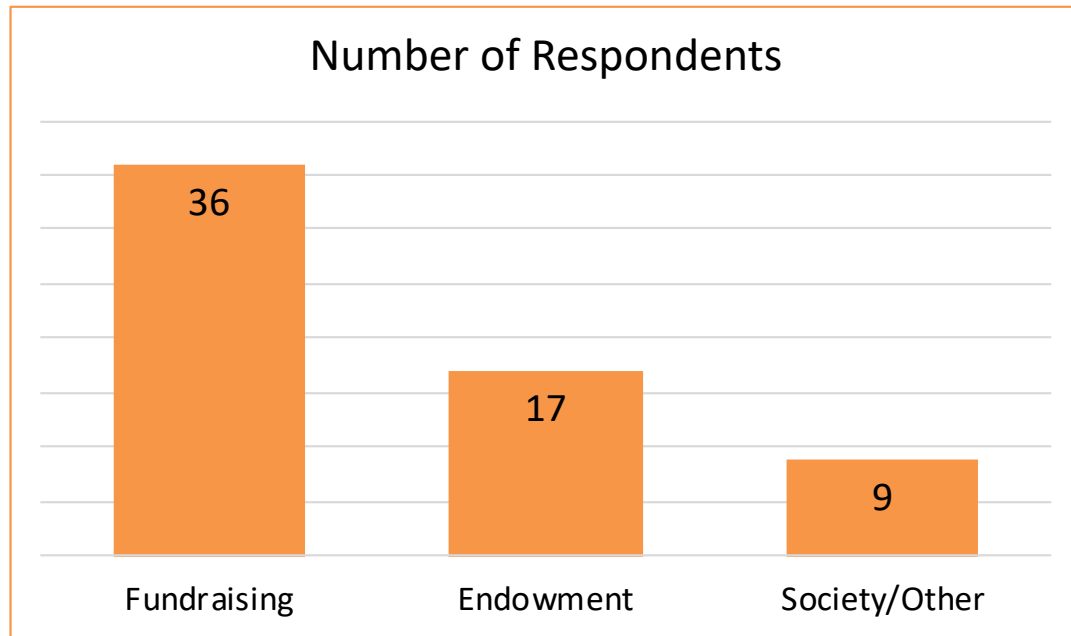
Agenda

- ▶ 2:00 - 2:05 - Welcome & Introductions
- ▶ 2:05 - 2:35 - Presentation of Survey Results
- ▶ 2:35 - 2:55 - Group Discussion and/or Questions
- ▶ 2:55 - 3:00 - Wrap Up & Next Steps

Scope & Purpose of the Survey


- ▶ **OBJECTIVES:** Better understand how the COVID-19 pandemic has impacted the organizations that fund medical research.
- ▶ Quantitatively and qualitatively document and communicate the impacts of the COVID-19 pandemic on member organizations.
- ▶ Specific impacts of interest include revenues, operations, research grant awards, and programming.
- ▶ Focus on calendar year 2020 to allow for consistent comparison.

Response Rate



- ▶ 62 organizations responded
- ▶ Fundraising-based financial model (at least 80% of funds)
- ▶ Endowment-based financial model (at least 80% of funds)
- ▶ Other/society model (neither of the above)

Key Takeaway: Both Positive and Negative Impacts



“Our endowment increased during the pandemic and our Board approved spending beyond our typical plan amounts to support COVID-19-related initiatives.”

“New partnerships”

“Positive culture shift in WFH attitudes.”



“Decreased grant funding by 2/3”

“Research grants awarded decreased by about 40% and we did not offer one of our grant programs at all”

“Being thrust from a collaborative work environment to a more isolated one was a negative impact.”

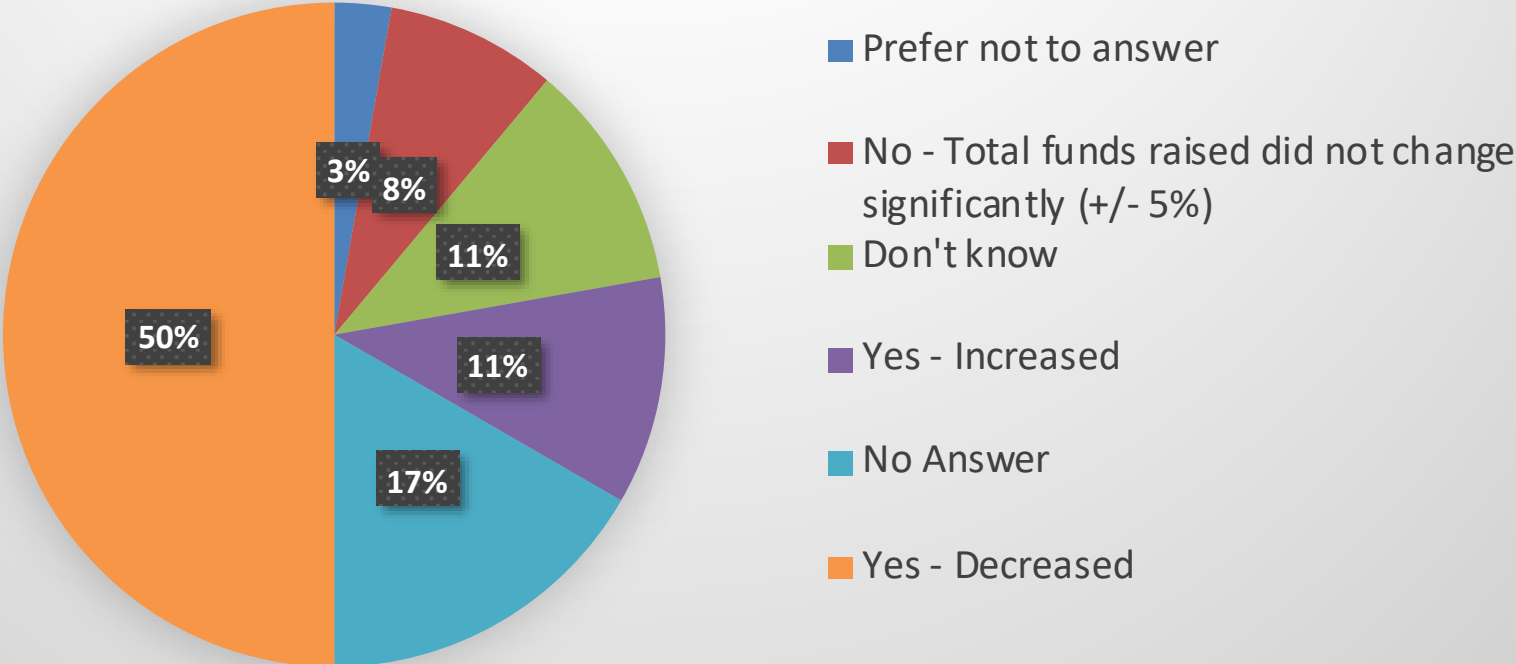
The Biggest Impacts

Top 3 Biggest Impacts of COVID19 by Organization Type

	Fundraising	Endowment	Society/Other
#1	Fundraising Revenues	Remote / Tele-work	Research/grant awards and associated activities
#2	Remote / Tele-work	Research/grant awards and associated activities	Remote / Tele-work
#3	Research/grant awards and associated activities	Endowment Performance	Uncertainty impacting our ability to plan for the future

Impact on Fundraising Revenues

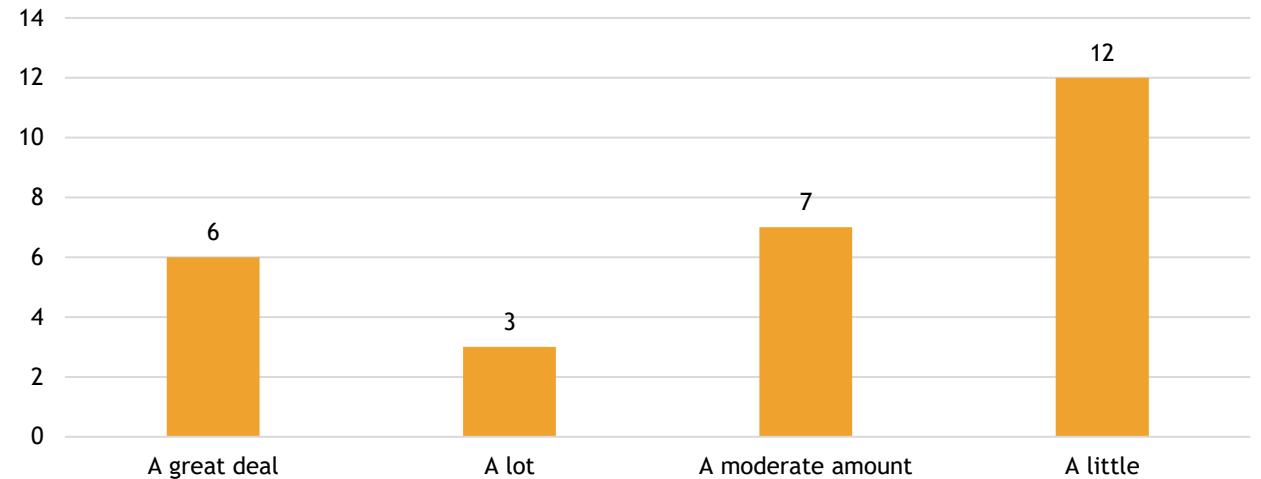
Did the total amount of funds raised by your organization in calendar year 2020 change compared to calendar year 2019 (inclusive of PPP loans or other COVID-19 related grant or loan income)?



Impact on Fundraising Revenues

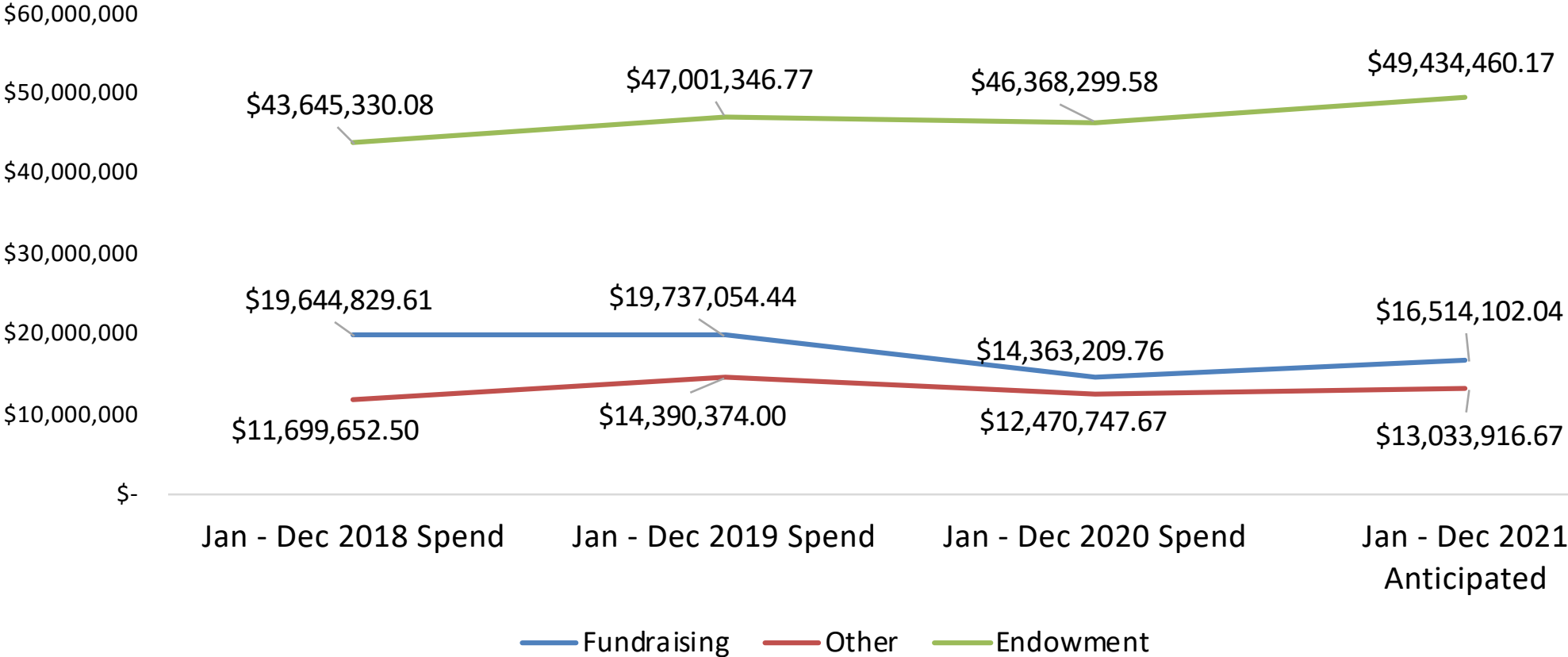
- ▶ **94%** of Fundraising organizations who experienced a significant (>5%) decrease in funds cite the cancellation of in-person events as the primary cause.
- ▶ **84%** of Fundraising organizations report that they implemented new fundraising tactics as a result of COVID-19 (i.e., platforms, strategies or activities that had not been previously planned)
 - ▶ Virtual events (walks, galas, online auctions)
 - ▶ Increased use of social media platforms (e.g., Facebook)
 - ▶ Automated matching gift app for online donations

To what extent did your fundraising mix change in 2020 compared to 2019? (Fundraising mix refers to the relative contributions of each fundraising strategy/platform)



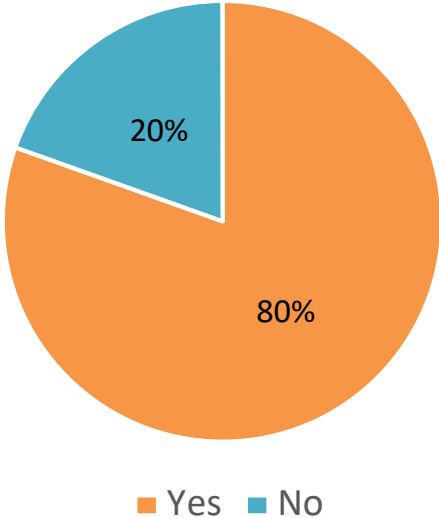
Impact on Research/Grant Awards

How much did your organization spend on research awards/grants in each of the last 3 calendar years? And how much do you anticipate spending in 2021?
(Average by Organization Type)

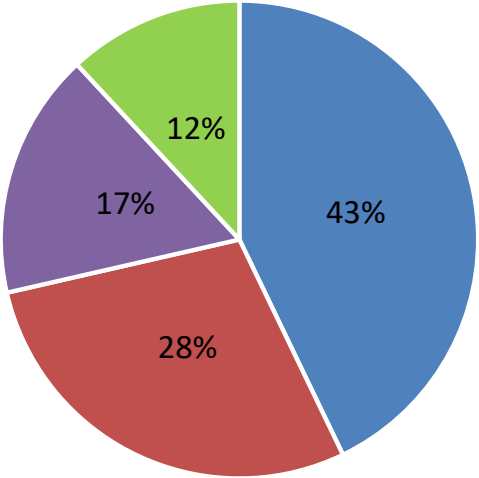


Impact on Research/Grant Awards

Did COVID-19 impact the way your organization awards and administers research awards and/or grants? (E.g., moving to more paperless options, adjusting application deadlines, or applying automatic no-cost extensions)



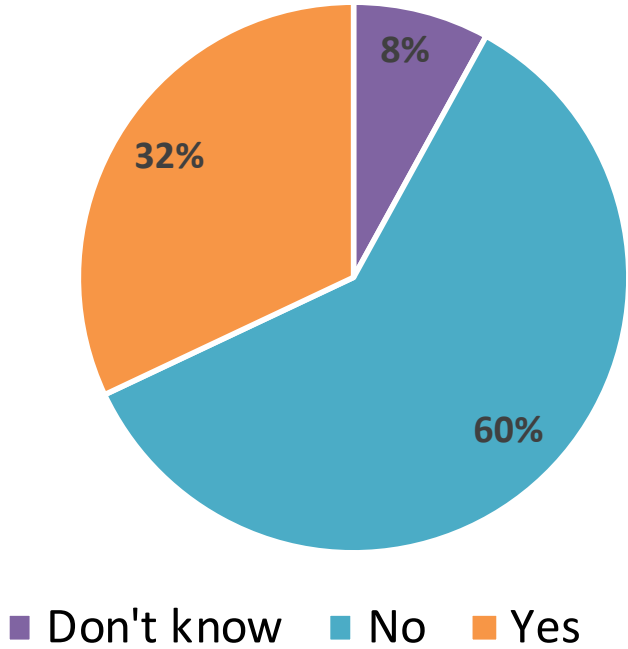
Will any of the changes to your organization's research award/grant process as a result of COVID-19 continue beyond the pandemic?



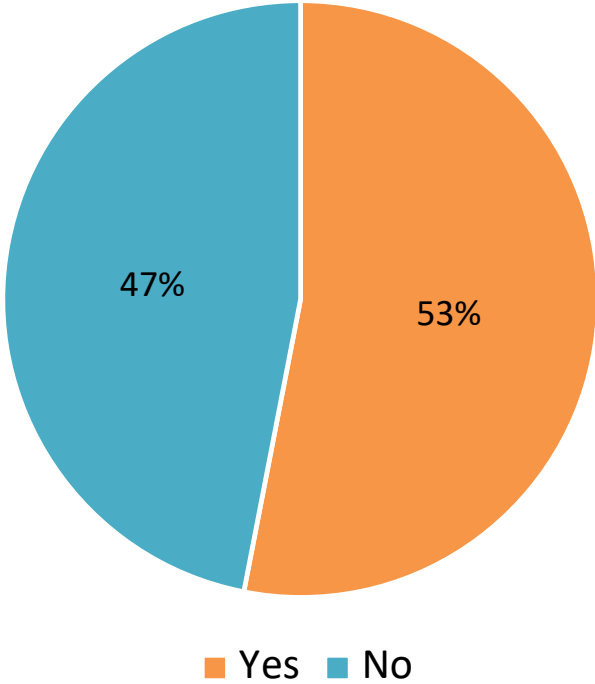
- Don't know
- No
- Yes, but not permanently (at least for now)
- Yes, we are making / have made permanent changes to our policies

Impact on Research/Grant Awards

Has your organization allowed grant funds to be used in new ways during COVID-19?

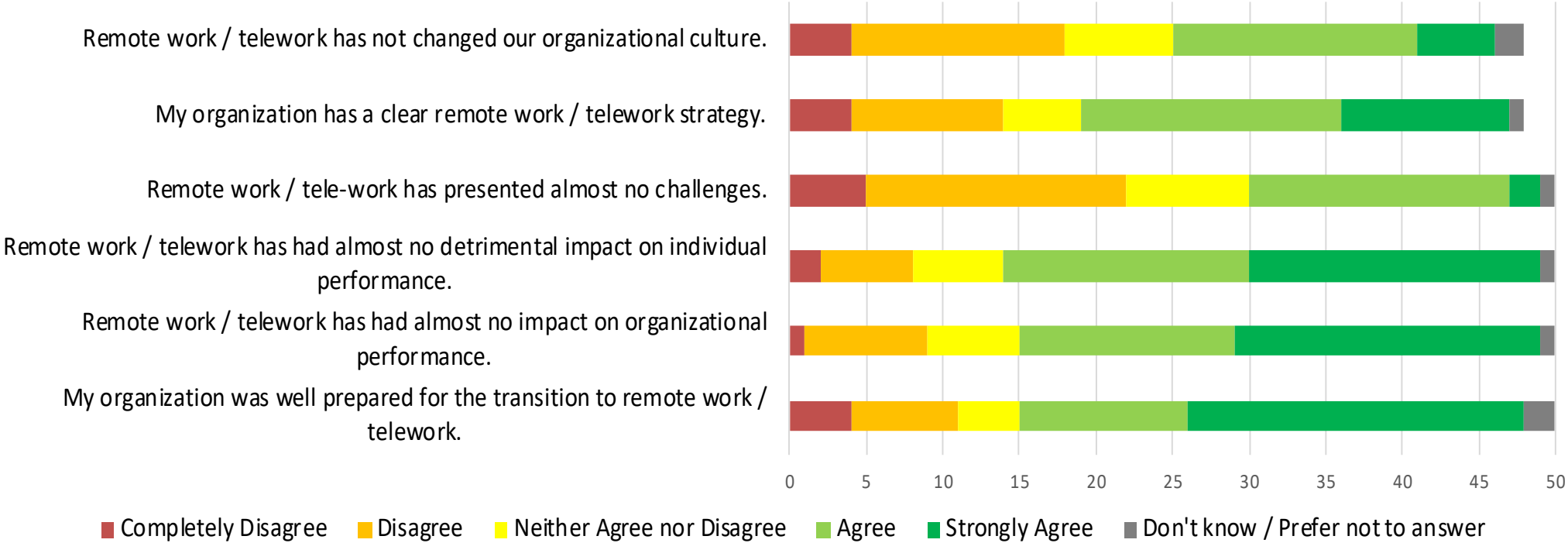


Has your organization allocated funds to new programs (e.g. COVID-19 specific research) during COVID-19?



Impact on Remote / Telework

To what extent do you agree with the following statements about remote work / telework?



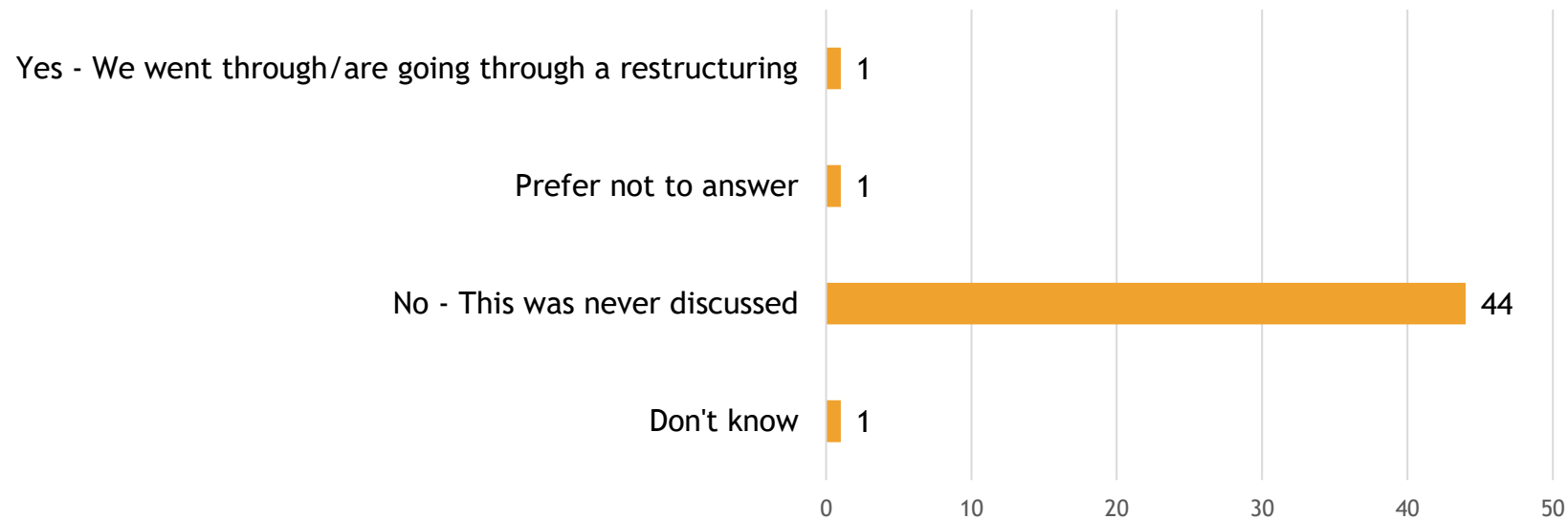
Impact on Remote / Telework

Differing Experiences and Perceptions of the Impact of Telework

- ▶ “Some of us are working as hard and making it work, others just are using it as an **excuse not to be available** when they should be.”
- ▶ “Major issue has been being able to get technical support when needed. During full closure of office, we were not able to access files remotely so had to download necessary files to flashdrives which was cumbersome.”
- ▶ “We were **not prepared** for remote/telework.”
- ▶ “Once conditions allow, the foundation will provide a 30 day notice period at the end of **which all staff will resume working from the offices.**”
- ▶ “We've been technologically well-equipped, and **staff has been extremely, if not more so, productive.** Culture and job satisfaction has suffered, largely due to burnout due to staff decreases.”
- ▶ “Complete turnaround. Before COVID, leadership was very much against people working from home. Now they see that it can be done, and **staff can be very productive**”
- ▶ “Organization is office based but had many teleworkers before, the pandemic accelerated that trend.”
- ▶ “As a result of the pandemic we have fully embrace a “work from anywhere” approach. Even after the pandemic, we anticipate that **most staff will NOT return to the office full time.**”

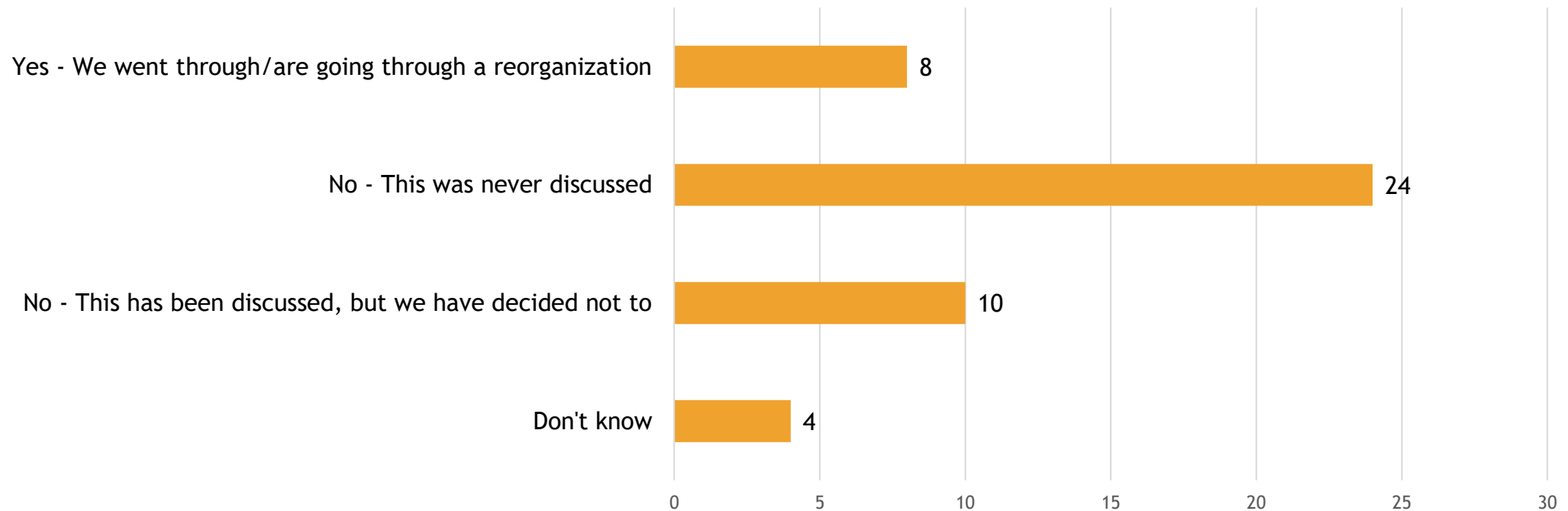
Organizational Reorganization and Restructuring

Did your organization undergo a restructuring (E.g. a change in the structure or ownership through a merger or consolidation, spinoff acquisition, transfer, recapitalization, a change in name, or a change in management) as a result of COVID-19?



Organizational Reorganization and Restructuring

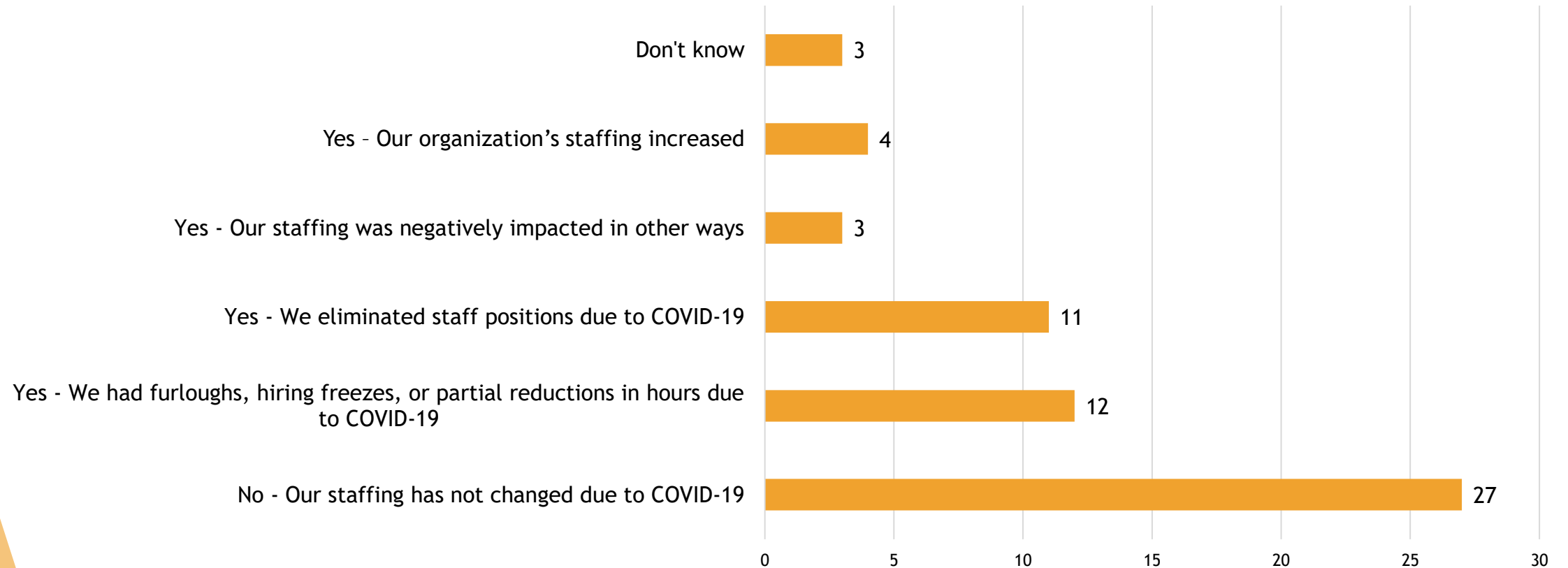
Did your organization undergo a reorganization (E.g. shutting down or selling divisions, replacing management, cutting budgets, and laying off workers) as a result of COVID-19?



Staffing

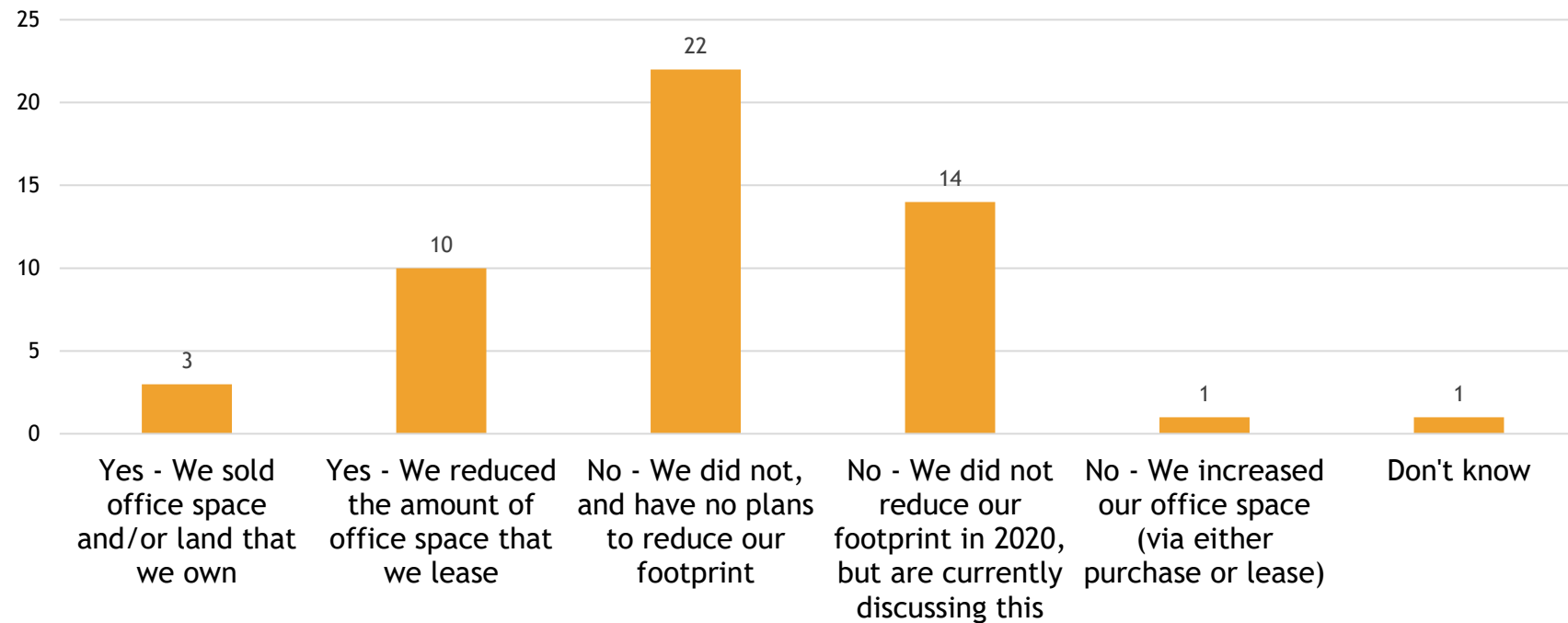
Has your organization's staffing been impacted by COVID-19?
(Please select all that apply)

n=49



Footprint

Did your organization reduce its footprint in 2020?
n=49



Positive Impacts

Remote / Hybrid Work

- ▶ “The shift to a hybrid work plan has been positive for our work culture.”
- ▶ “More attention to culture; hopefully more employees will have flexibility to work remotely; IT infrastructure to work remotely for everyone.”
- ▶ “I believe that COVID-19 has allowed our organization to accommodate more flexible work conditions to help enable people to maintain balance between life and work. Furthermore, it has highlighted the need for further support for employees in navigating particular challenges, and as such, has set up support groups to discuss challenges.”

Innovation & Flexibility

- ▶ “Our patient population is very isolated due to the disease, and COVID19 forced us to deploy ways to sustain support groups remotely. This has created great value for our patients. Our staff is pleased to be able to work remotely and it wasn't a choice before. So, people have been able to move in more affordable zip codes. We've been able to develop communication streams with our donors, supporters, and the caregivers and patients we help more efficiently.”
- ▶ “It has made us more nimble and flexible, and honestly has probably brought the staff members together.”

Increased endowments

- ▶ “Our endowment increased during the pandemic and our Board approved spending beyond our typical plan amounts to support COVID-19-related initiatives.”

Advice - Be Flexible & Listen

- ▶ “Be as flexible as you are able and keep your finger on the pulse of what your constituents are challenged by and try to respond.”
- ▶ “Be flexible and creative and think carefully about how to support remote workers to maintain their enthusiasm and the culture of the organization.”
- ▶ “Be flexible and listen to your staff and your grantees about what they need.”
- ▶ “Embrace change and communicate transparently & frequently.”

Questions

Questions from your Peers

- ▶ What does a long-term hybrid in-person and remote solution look like for you for both office work and collaboration meetings?
 - ▶ What does the new normal look like in regard to remote working versus in person, especially with an eye toward equitable treatment of all staff members?
- ▶ Do you think you can survive with only virtual fundraising?
- ▶ How do you deal with grantees who needed to pause research but continue to pay staff in order to keep them for when in-lab research resumed? No-cost extensions are one thing, but what about extra cost extensions?
- ▶ Are you worried about the mental well being of your funded scientists and, if so, what are you doing about it?

Next Steps

- ▶ Full Report
- ▶ Repeat Survey

THANK YOU!

Contact

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