

Supplemental Information

SUPPLEMENTAL TABLE 2 Strategies to Mitigate Burnout

Type of Strategy Implemented	Description
Thoughtful planning and scheduling	<p>“Surge-in-place” plan created with adult COVID-19 unit staffed by pediatric physicians and nurses in the children’s hospital</p> <p>Pediatric physicians and nurses only assigned to COVID-19–positive adults with limited comorbidities</p> <p>Deliberate scheduling so no faculty worked >12 h in a single shift and had enough time off between shifts</p>
Training and ongoing support for changed work roles	<p>“On call” adult medicine physician available to advise pediatricians caring for adult patients with COVID-19</p> <p>Department-wide Internet-based platform with continuously updated resources and information on adult medicine clinical care and COVID-19 treatment</p> <p>Virtual training session before deployment to either in-house teams (to care for adult patients with COVID-19) or palliative-care team</p>
Clear communication with administration	<p>Frequent and clear communication from administrative leadership with workflow updates</p> <p>Increased frequency of daily safety calls and huddles</p> <p>Regular e-mails sharing current COVID-19 census within the hospital and institution, logistic updates, contact information for questions, and an inspirational photograph or quote</p> <p>Updated protocols and new treatments disseminated through e-mail and on department-wide Internet-based platform</p>
Support groups	<p>Faculty support calls during and after pandemic surge</p> <p>“Parent load” support calls for faculty with young children <18 y of age to help cope with challenges of child care and school reopening uncertainty</p> <p>Mental health resources shared via e-mail and during support calls</p>
Community building	<p>Free meals in cafeteria and free parking for all staff from April to May 2020</p> <p>Wellness rooms created for frontline medical staff with snacks, drinks, and stress relievers, such as massage chairs</p> <p>Virtual celebration of important faculty and Department events</p> <p>Popular song chosen by staff played daily when patients with COVID-19 discharged from hospital</p>