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- Increased Workload/Hours: 212 (27.79%)
- Decreased Productivity: 194 (25.43%)
- Difficulty Interacting with Colleagues and Students: 157 (20.58%)
- Challenges of Teaching Mode Change/Remote Teaching: 139 (18.22%)
- Negative Impact on Research: 134 (17.56%)
- Less Time to Work: 80 (10.48%)

Work–Life Boundaries- Career Regime Inequality

• Infrastructure, Policy Innovation:
  • Increase investment in child & elder care; geographically flexible & remote work for talent retention.

• Career, Occupational Identity, Job Redesign Cultural Innovation:
  • Transformation for vastly more flexible career paths, workload, ideal worker norms for greater boundary control & social support
  • Occupational redesign to prevent work-life conflict, bad teleworking, overwork

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