

# Boundaryless Work: The Impact of Covid-19 on Work-Life Boundary Management, Integration, and Domestic Labor for Academic Women in STEMM



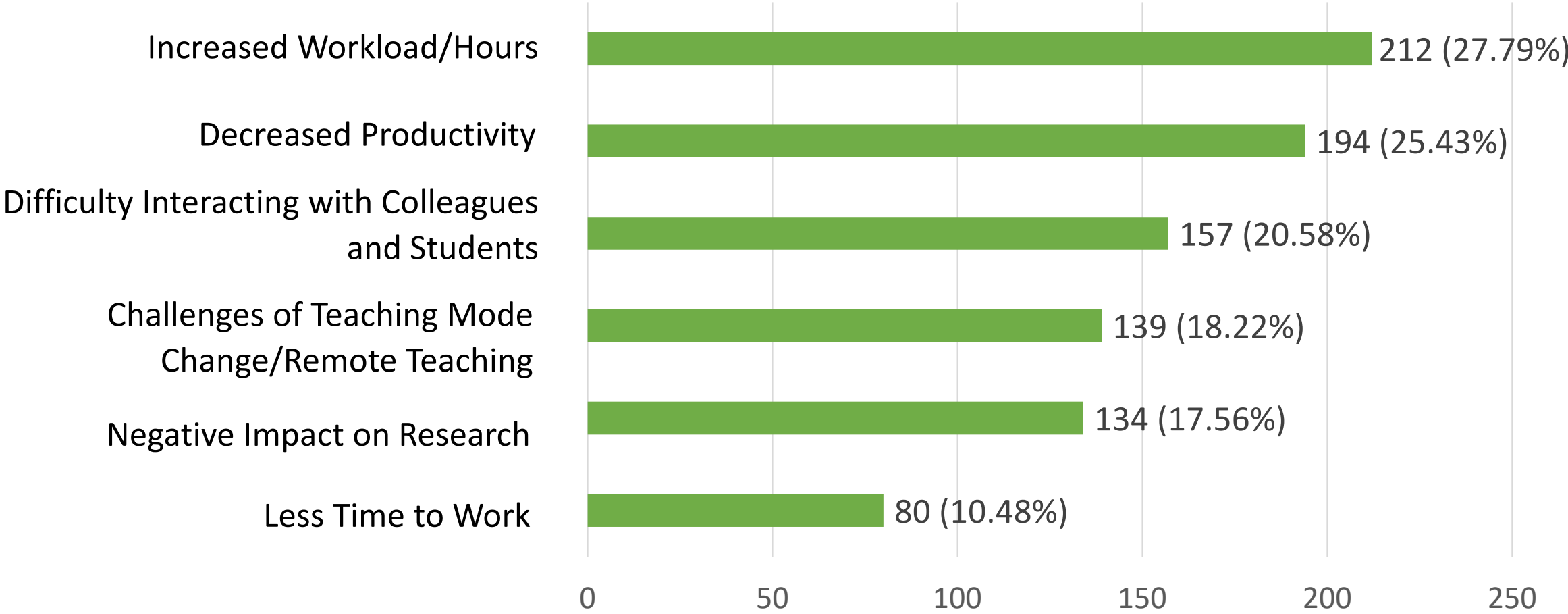
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Dec. 9 2020 presentation to National Science Board

**PURDUE**  
UNIVERSITY

# National Dec. 2020 Survey, Negative Impact of COVID-19 on Work of Academic Women in STEMM (n = 763)



Ellen Ernst Kossek, Purdue University, Krannert School of Management

Source: Kossek, Allen, & Dumas (2020). Boundaryless work: The impact of COVID-19 on work-life boundary management, integration, and gendered divisions of labor for academic women in STEMM. National Academy of Science Commissioned paper.

# Work–Life Boundaries- Career Regime Inequality



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- **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