Appendix 2 Examples of codes, sub-themes, and themes

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| **Codes** | **Sub-themes** | **Themes** |
| Becoming a motherFeeding and caring the babyStay up late ExhaustedGrumpy and depressedPreparing lessonsJuggler  | Role-shiftingPhysical and mental fatigueImbalance between life and work | Individual challenges |
| No interest in oral tasksThe matter of face Flipping phones Checking words online Listening English in APPsWatching MOOC coursesLearning on U-campus | Students’ reticence and boredomScreen cultureOnline learning resources | Classroom challenges |
| Teaching machinePhysical fatigue Setting high goals Cultivating competitiveness Winning prizes in teachingPublishing papers in core Journals | Heavy workloadDemanding leaderHigh evaluation criteria  | Institutional challenges |
| Cultivating international talentsMoral educationOnline teaching Blended teaching mode EGP courses minimizedUpdating curriculum  | Top-down reformsNew teaching modesCredit hours reduction | National reforms challenges |