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Use"; "Career and Identity Consequences for Policy Use";  
"Conclusion"; "3. Family-Friendly or Father-Friendly: Institutional  
Culture and the Ideal Worker"  
"Elements of Organizations that Shape Men's Ability to Balance Work  
and Family"; "Existence of Formal Policies"; "History of Policy Use";  
"Managerial Support"; "Coworker Support"; "Eastern University:  
Neither Father-Friendly nor Mother-Friendly"; "Location"; "Policies  
and Programs"; "Central Administration"; "Department-Level  
Support"; "Southern University: Family-Friendly or Mommy-  
Friendly?"; "Location"; "Policies and Programs"; "Central  
Administration"; "Department-Level Support"; "Western University:  
Working Toward a Father-Friendly Culture"; "Location"  
"Policies and Programs"; "Central Administration"; "Department-Level  
Support"; "Midwestern University: Family-Friendly Policies, Father-  
Friendly Departments"; "Location"; "Programs and Policies";  
"Central Administration"; "Department-Level Support";  
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Use"; "Support from Administration, Deans, and Chairs"; "Support  
from Colleagues"; "4. Disciplinary Culture and the Ideal Worker";  
"Structure of Work"; "People in the Discipline"; "Humanities and  
Social Sciences"; "Structure of Work"  
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Work"; "People in the Discipline"; "Professional Schools"; "Structure  
of Work"; "People in the Discipline"; "Conclusion"; "Structure of  
Work"; "People in the Discipline"; "5. How Family Life Affects Faculty  
Life"; "Defining Productivity"; "Hours Worked"; "Fatherhood Leads  
to Increased Productivity and Efficiency"; "Fatherhood Leads to  
Decreased Productivity and Scholarly Engagement"; "Intellectual  
Attention and Scholarly Work"; "Conclusion"; "6. The Ideal Worker  
Inside or Outside the Home?"  
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