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Use"; "Career and Identity Consequences for Policy Use";
"Conclusion"; "3. Family-Friendly or Father-Friendly: Institutional
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"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
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Support"; "Midwestern University: Family-Friendly Policies, Father-
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Social Sciences"; "Structure of Work"
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Decreased Productivity and Scholarly Engagement"; "Intellectual
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"Shifting or Reinscribing Gender Norms?"
