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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
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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";
"Conclusion"; "Location"; "Existence of Policies"; "History of Policy
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"
"People in the Discipline"; "Sciences and Engineering"; "Structure of
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?"
"Shifting or Reinscribing Gender Norms?"
