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""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""

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""Shifting or Reinscribing Gender Norms?""
