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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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""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?""
