



Faculty Fathers: Toward a New Ideal in the Research University

Margaret W. Sallee

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Explores the challenges faculty fathers face in navigating the demands of work and family.

For the past two decades, colleges and universities have focused significant attention on helping female faculty balance work and family by implementing a series of family-friendly policies. Although most policies were targeted at men and women alike, women were intended as the primary targets and recipients. This groundbreaking book makes clear that including faculty fathers in institutional efforts is necessary for campuses to attain gender equity. Based on interviews with seventy faculty fathers at four research universities around the United States, this book explores the challenges faculty fathers—from assistant professors to endowed chairs—face in finding a work/life balance. Margaret W. Sallee shows how universities frequently punish men who want to be involved fathers and suggests that cultural change is necessary—not only to help men who wish to take a greater role with their children, but also to help women and spouses who are expected to do the same.

Margaret W. Sallee is Assistant Professor of Higher Education at the University at Buffalo, State University of New York. She is coeditor (with Jaime Lester) of *Establishing the Family-Friendly Campus: Models for Effective Practice*.

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