



F u n D a t i o n :

For your 10 years of outstanding contributions as a Senior Research Associate at the Boston College Center for Work & Family. Your focus, expertise, and exemplary teamwork made The New Dad research series possible, contributed greatly to the national dialogue on the changing roles of fathers, and made the Center a much richer and more enjoyable place to work each day. Best wishes in your retirement! We'll try not to call for advice (too often)!

I. th n2

II. M4

III. C n n M nn Mn B m D ?.....5

I. C n F M nn F6

. n n n m n n6

.C n m n7

. th n8

.9

. m D11

I. n C n19

II. mm21

I. h n

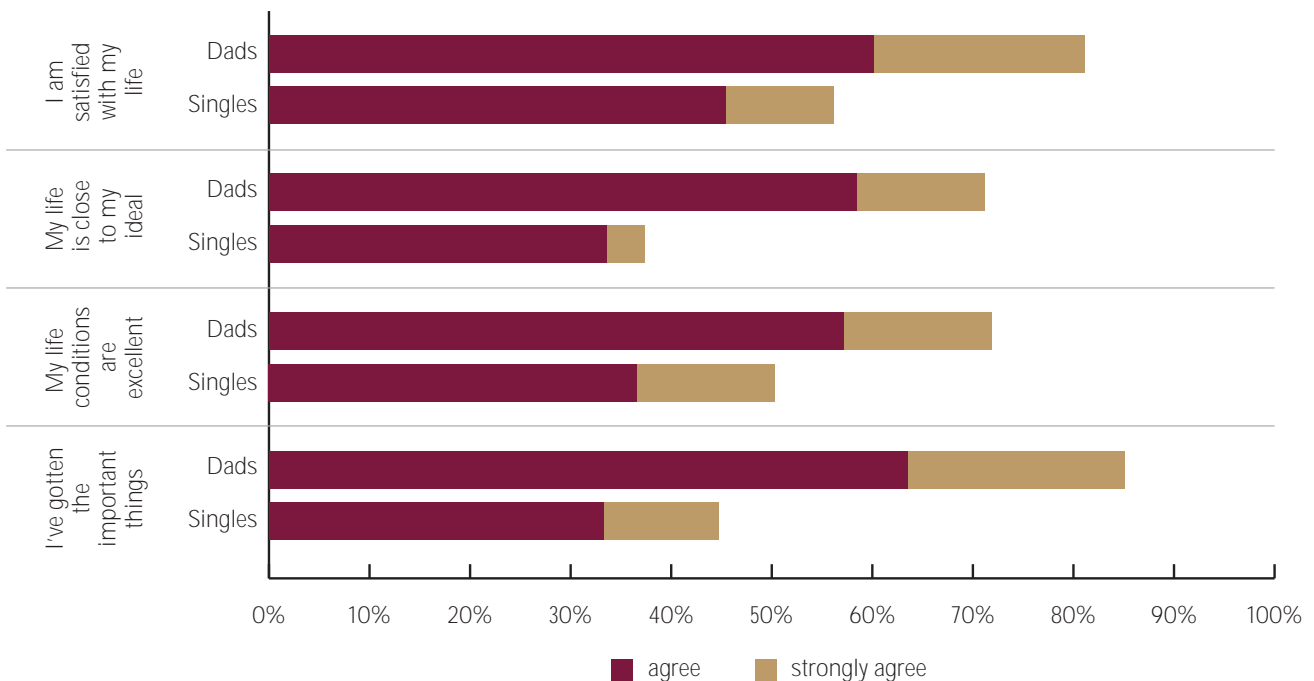
R *The New Dad*

The image displays a complex musical score consisting of approximately 10 staves. Each staff contains a series of notes, stems, and rests, typical of a musical notation system. Interspersed among the musical notation are various characters and symbols, including lowercase letters (k, a, e, o), uppercase letters (K), and punctuation marks (colon, comma, percent sign, equals sign, double quote). The overall appearance is that of a highly stylized or abstract musical composition, possibly a form of musical cryptography or a specific notation system. The notes are densely packed, and the layout is somewhat chaotic, with many notes overlapping or appearing in unusual positions relative to the staff lines.

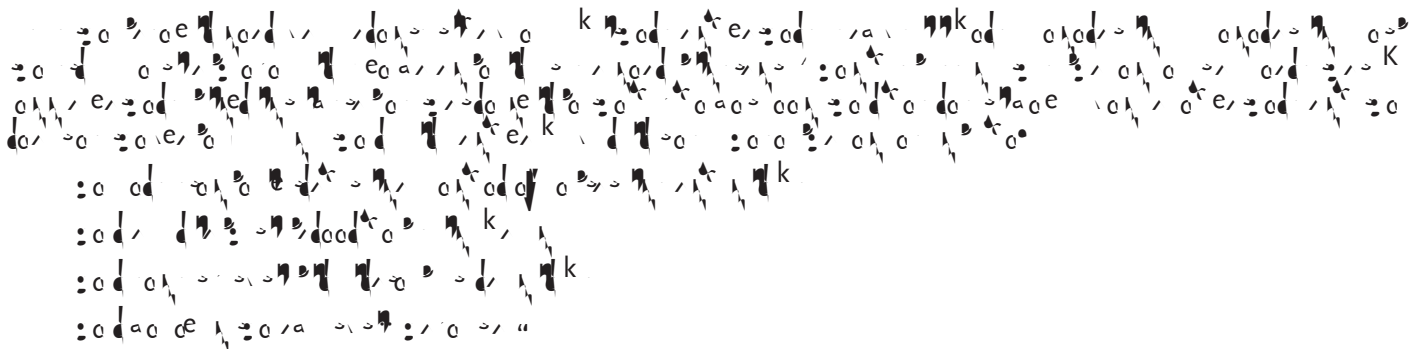
III. C n n M nn Mn B m D



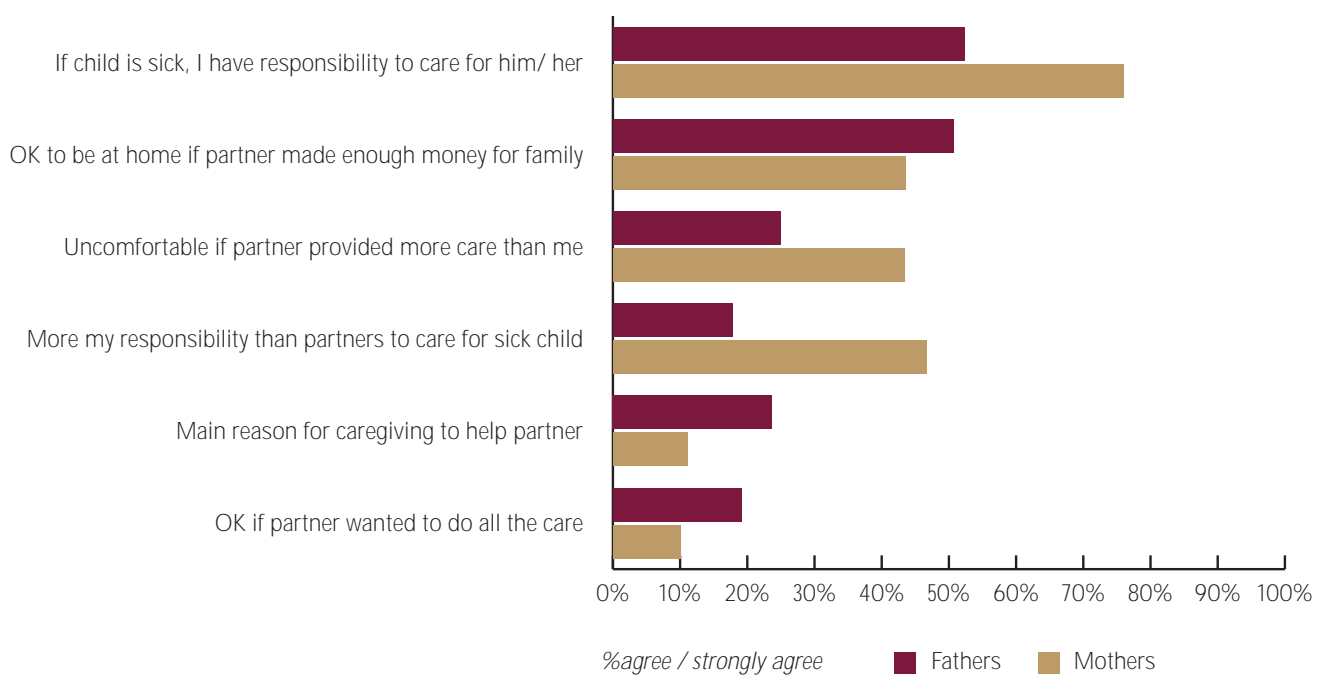
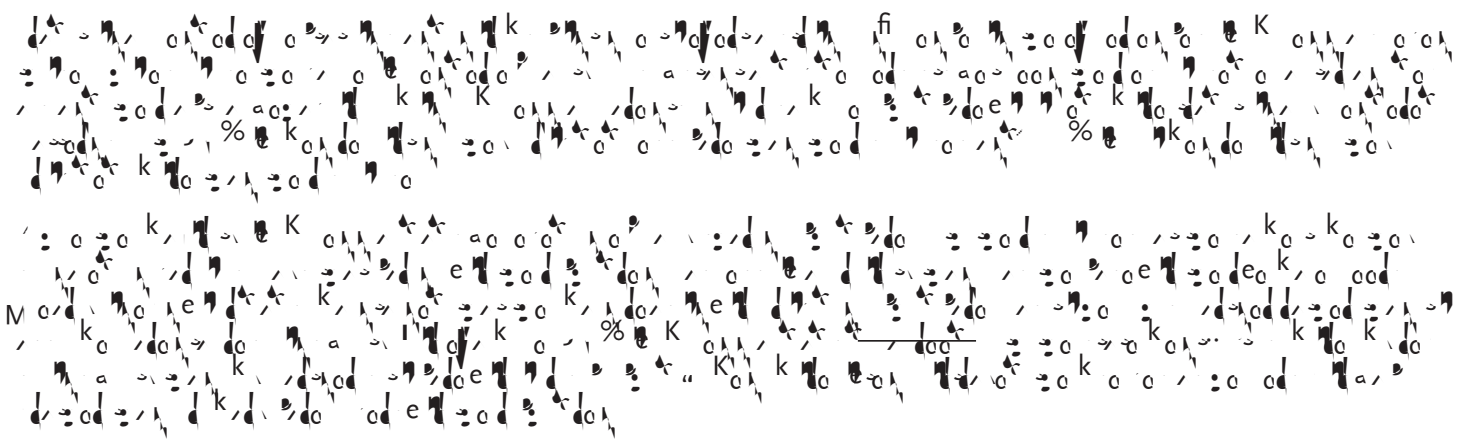
Life Satisfaction (comparing Dads and Single Men)

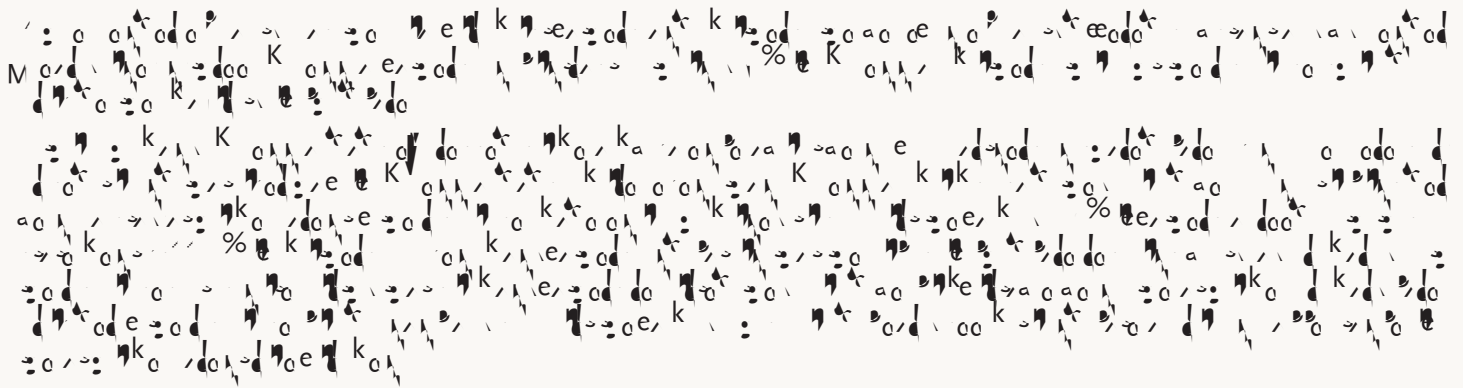


I . C n F M nn F



a. Traditional gender roles





b. How dads make career choices

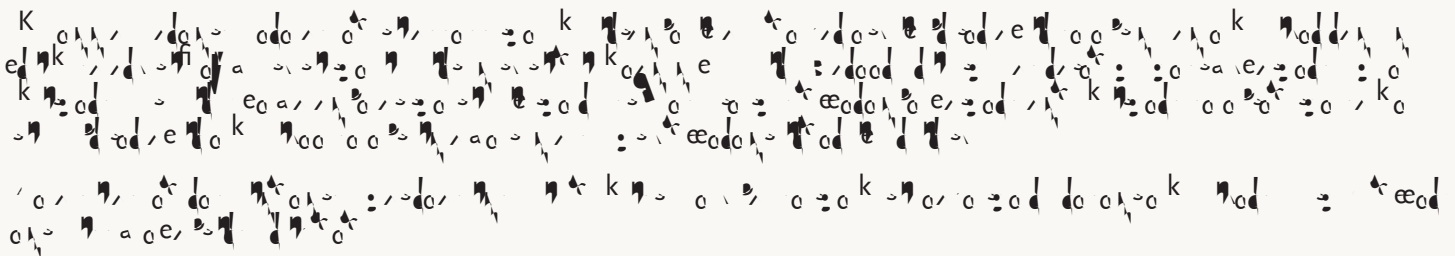


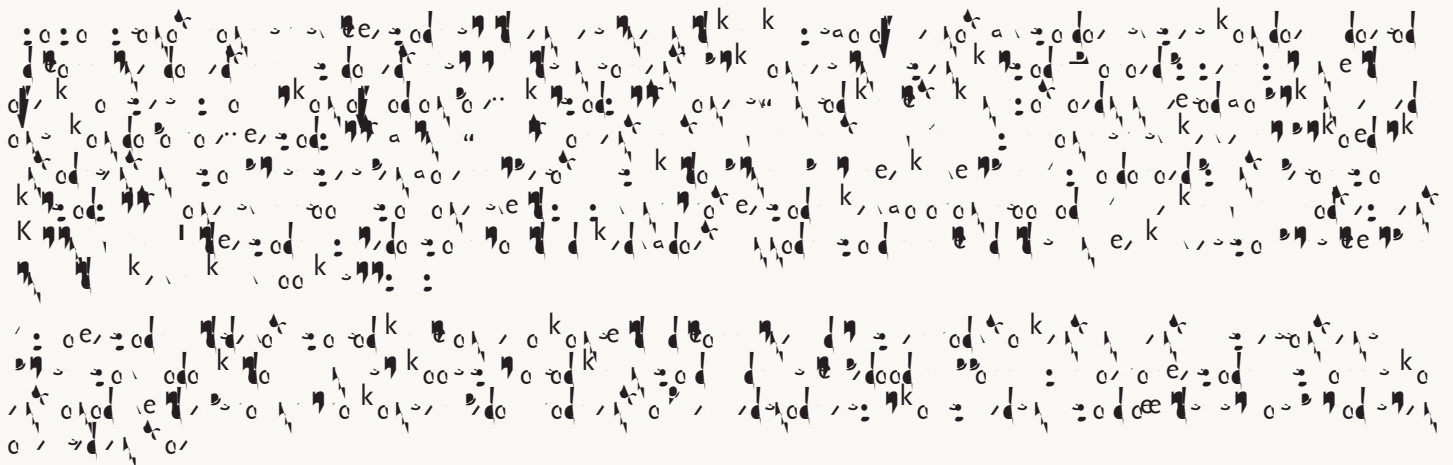
Mothers

1. -LL B 1 L (86%)
2. J (81%)
3. (80%)
4. Bn (80%)
5. C G n (77%)

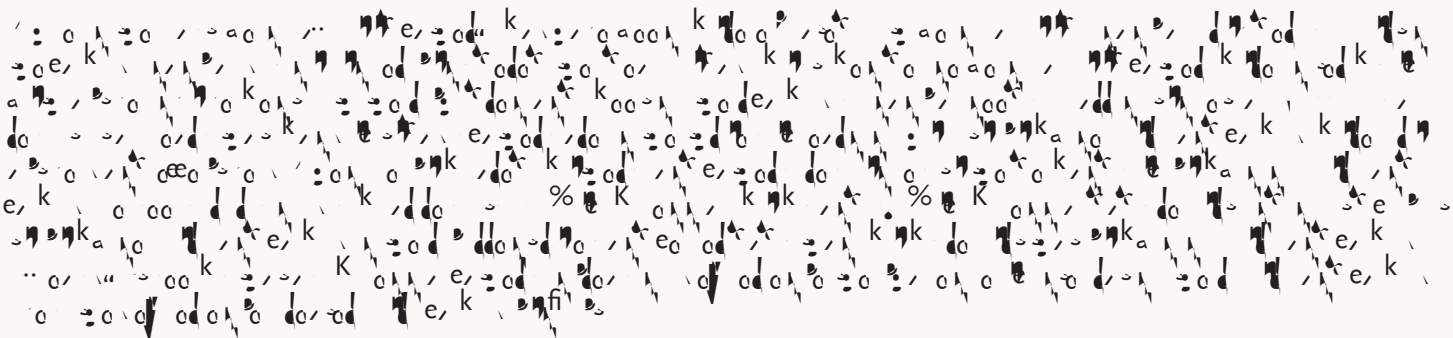
Fathers

L B n 1.(86%) G n (o



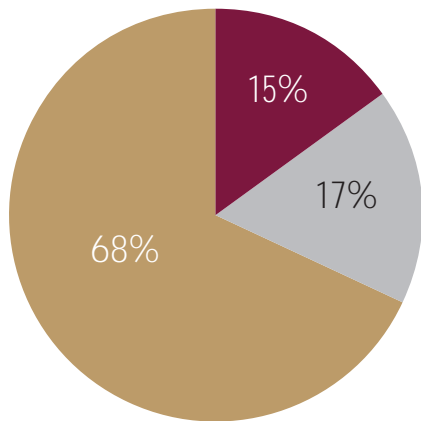


d. Trying to "have it all"

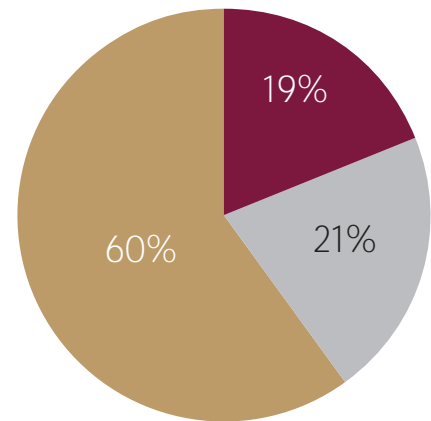


It is easy to combine work and personal life/family

Millennial Moms



Millennial Dads



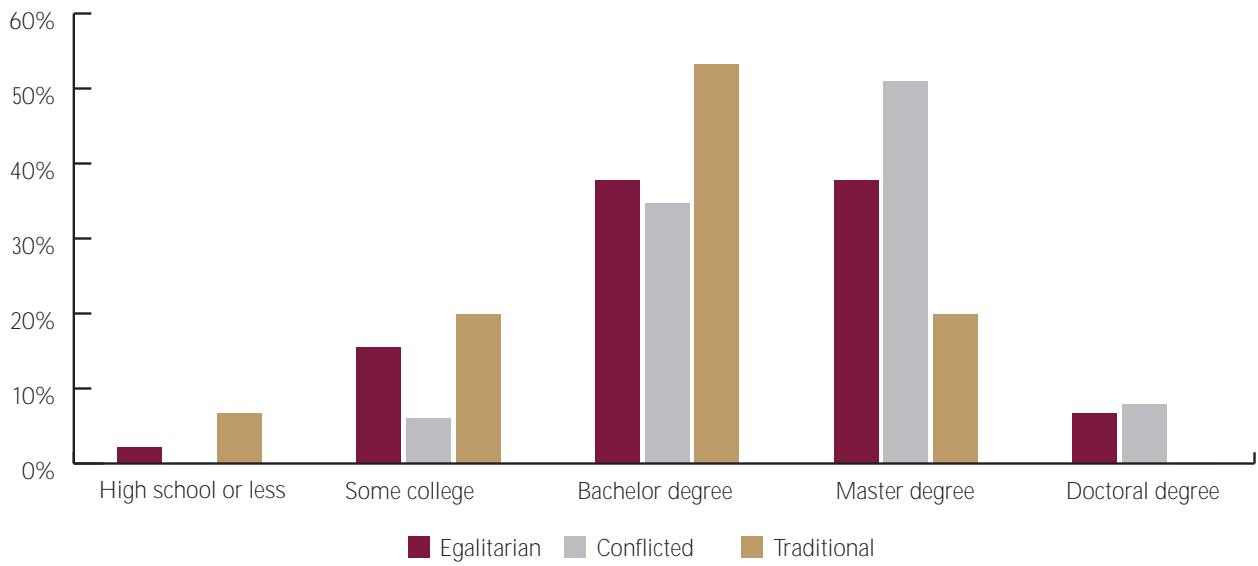
■ Disagree/Strongly Disagree
■ Neutral
■ Agree/Strongly Agree

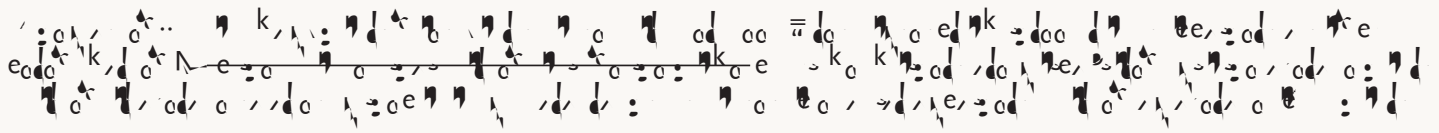


Men's Families

Spouses Educational and Economic Backgrounds

Spouses' Education Levels





I d =e m → o → k a i s → o b h k / / m m / / → o o / / : o o / / m / / k d o / / → d a o b u → o b h f i b o e / / o d / /
d m / / : m a t / / m a d / / d o o k a i s → o / / % / / m m / / → o o / / d e / / o d . / / d a o b u → o b h f i b o e / / o d / / % / /
/ / : o d / / o d / / o / / e a o / / d o / / o / / → d o o / / e e / / o d / / % / / d a o b u → o b h f i b o e / / o d / / % / /

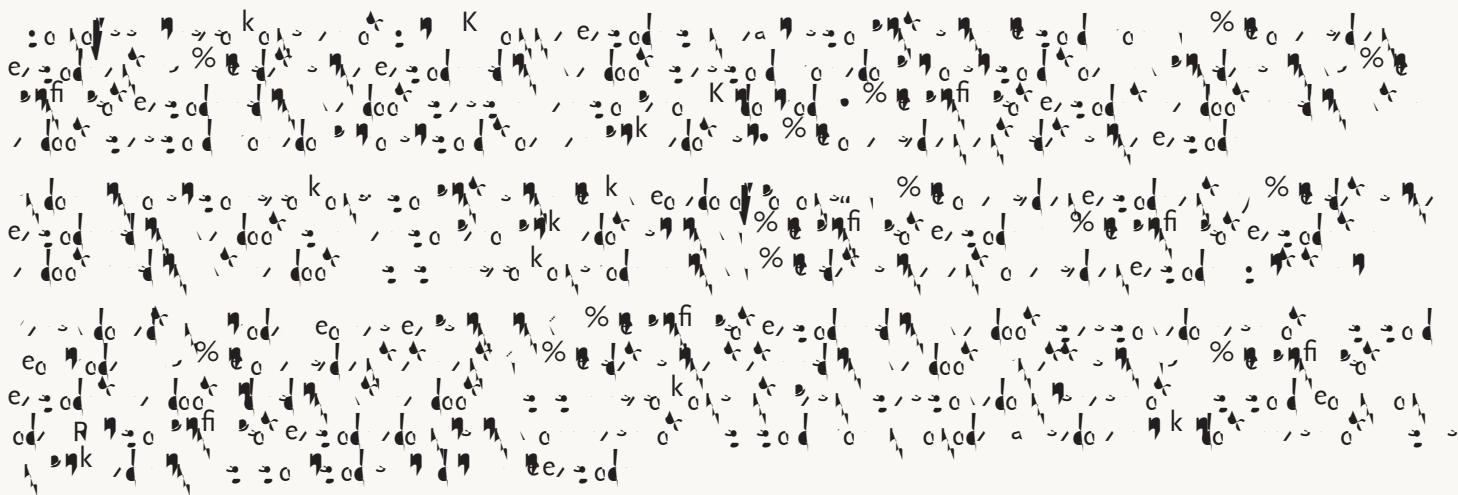
R o m a t / / d o a t / / → o o a o e a o m / / e / / o d / / o d o o k a i s → o / / m / / o k / / e / / o d / / d o m a t / / → o o d / /
/ / d o o k a i s → o / / d o o k a i s → o / / o o / / → o k a i s → e o o / / k d o / / / / o m a t / / e / / o d / / d o m a t / / → o o d / /
e o o / / d / / e / / o d / / d / / K o / / : / / o / / % / / b h f i b o e / / o d / / d o o / / m m / / % / / b h f i b o e / / o d / / % / /
/ / o / / → d / / e / / o d / / m / / / / → o o / / → d / / e / / o d / / e o / / → / / k a i s → o d / / / / o m a t / / o k a i s → o / /
b h f i b o e / / o d / /

I / / a / / o / / a / / K a i s / / e / / o d / / a / / m / / → o o / / o / / e a / / % / / m m / / / / a d / / e o / / : o a / / o a i s → o k a i s → k / /
b h f i b o e / / o d / / o d / / → o / / b h k a i s → o d / / o d / / e o / / % / / e o / / → d / / e / / o d / / d o o / / b h k / / d o / / % / /
/ / o d o o k a i s → o / / → o k a i s → o d / / b h k a i s → o d / / d o o / / k / / d o o / / a / / o / / % / / d a o b u → o b h k / / d o / / m m / /
o o k b h k a i s → o / / d o o / / → o / / b h k a i s → o d / / e / / k / / o / / % / / % / / d a o b u → o b h k / / d o / / m m / /
% / / b h f i b o e / / o d / / % / / b h f i b o e / / o d / / d o o / / b h f i b o e / / o d / / → o k a i s → o b h k / / d o / / m m / /
/ / a t / / e / / o d / / % / / e o / / → d / / e / / o d / / : / / o o k / / → o b h f i b o e / / o d / / o d / / o / / b h k / / d o / / o d / / e / /
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/ / o m a t / / d o a t / / → o o b h f i b o e / / o d / / d m / / m a d / / e / / o d / / a o / / → o o m a t / / b e d / / b e d / / m a t / / a o / / m
b o a t / / → d o d o e d m k / / o d / / / / o / / a t / / a / / → d o o k m e / / b h / / a / / m / / → d o R o b
/ / o / / o / / K o a i s / / e / / o d / / → d o / / → d o o / / → o k a i s → d o / / m m / / → d o

I m / / o / / → o k a i s → m a o / / o a t e r / / a / / a / / s / / k / / o k a i s → o k / / m o o / / → m m / / k / / b h k / / a i s →
→ o d / / b h / / % / / o d e r k o m / / o / / % / / b h f i b o e / / o d / / d o o / / → d o o / / d o o / / : / / b h k / / d o / /
: / / a d / / → m o / / e a / / → d / /
: / / a d / / → m o / / e a / / → d / /

/ / o / / m / / a t / / → e / / o d / / m k / / d / / o d / / o o / / e / / d o o k a i s → / / d o o k a i s → / / o / / → o k a i s → m m / / o / / a t / / → o / /
/ / / / o k / / m o o / / d o d / / o a / / → m m / / k m a o / / : / / d / / o d / / o o / / : / / o d / / → o / / m / / : / / k o / / o / /
m a o / / o a t e r / / :



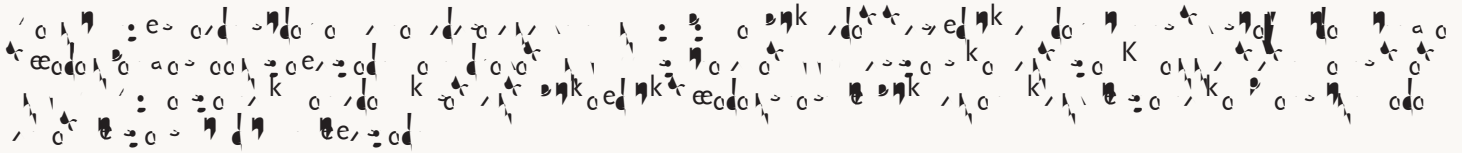
Recommendations for Employers

Get to know your fathers and their needs.

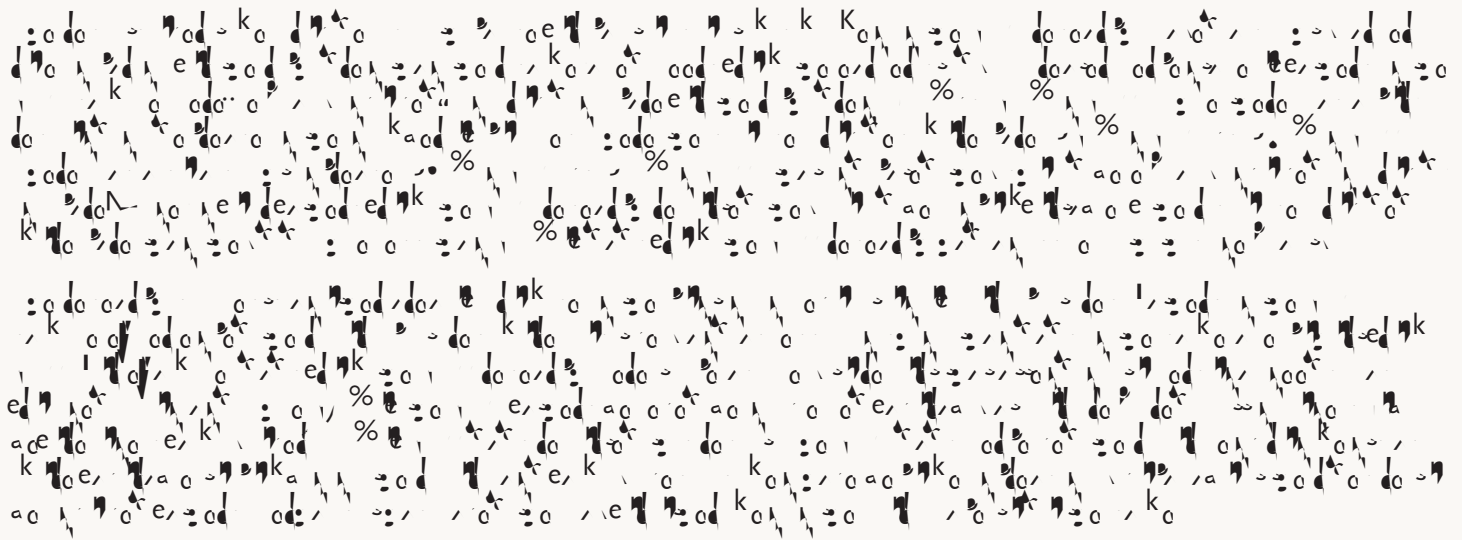
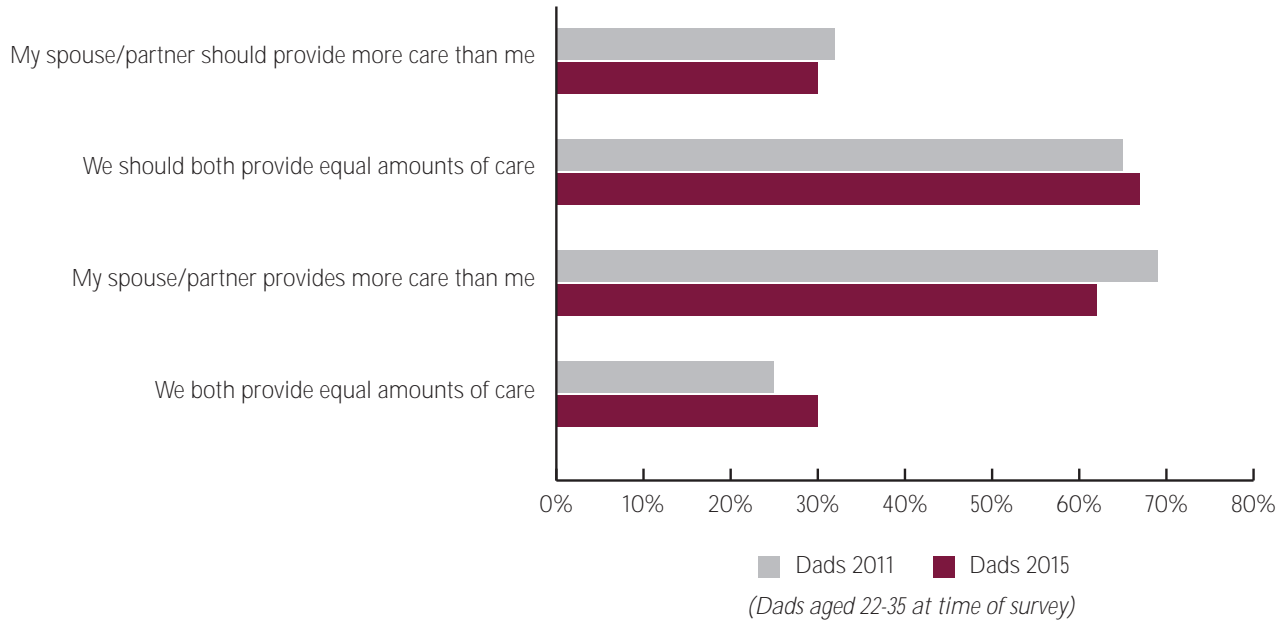
Encourage men to utilize paternity leave policies.

Embrace flexible work arrangements.

I. n C n



Perceptions of Caregiving Roles



o: / % k ad / s m / s m / m o / d o / a s / m / a / k a / s m / m / a d / o d / m o / e / s / k o / d o / a / s / a / k / a / s / o / s /
k a / e o o / a / m / s a o / a / / s / s / k o / d o / a / s / o / a o / m k o / k / m o / m / s / o / / a / t / s / s / o / a / / m / a / o / m / a / m / e /
/ s / d / m o / s o / k / o / o /
/ / / s / m / o / s / o / o o / a / / e / s / a / d / o / s / m / e / s / e / s / o d / d / m o / a / s / d o / / / s / s / o / m / o / s / o / o / a / d / o / k / e /
/ / / m / a / o / k / a / s / e / d / m k / m k / / a / o / / m / d o / e e d / a / m / a / d o / / / / a / d / a / s / o / a / m / a / d / a / o / s / d / o / a / o / s /
a o / m k / o / a / o / d / / o o / / m m / d e o / a / / m / a / o / a / d / a o / o o / / / / s / o / m k / / a / o / s / s / o o o / a / k / a / m / a / s / o d / /
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Millennial fathers' satisfaction with their jobs and their lives is significantly greater than that of their single counterparts.

Millennials dads experience similar levels of work-family conflict to Millennial moms.

Millennial dads continue to have a stronger focus on career advancement and seem to be more sensitive to and impacted by the expectations of "the ideal worker" than their female

Center for Work &
