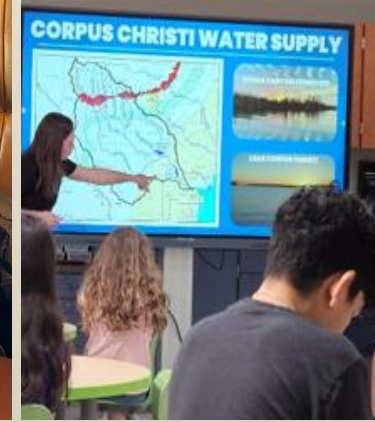


**FACULTY DEVELOPMENT
LEAVE AS INTELLECTUAL
CONTINUITY,
INTEGRATION, &
SUSTAINABILITY:
RESEARCH, TEACHING,
AND PERSONAL
RENEWAL**



The word cloud is a heart shape, filled with Latin words. The words are arranged in a way that they form the outline and internal structure of the heart. The words are in different colors, including blue, green, and red, and vary in size. The background is a light gray with a subtle pattern of small, repeating Latin words. The overall effect is a dense, artistic representation of Latin vocabulary.

All of that matters.

*But it leaves out what I think may actually have
been the most important outcome of the leave.*

This is what
most of us
normally
work
inside.



FROM Fragmentation TO focused continuity



Ordinary academic life
fragments our attention.



Leave created something
increasingly rare: **continuity of
thought.**



What changed most was not
simply the amount of work
completed, but the **quality of
attention** available for the work.

I. Continuity

Made possible by:

sustained engagement with qualitative research



The KEY here was:

the ability to spend extended, uninterrupted time immersed in the interactional data.



Sustained familiarity:

transcription and coding are not merely technical tasks but forms of analytical engagement; patterns, meanings, and interactional dynamics emerge only through repeatedly revisiting the data.

nce

CH2] why did you make this, uhh, did you make this, this horrible

Code Manage h

dad, you're the, [CH2's name]

Assign role

Assign own Manage hor

Assign own Accepts role Assign own

gon be the ss- I'll be the

egg out of the sink]

it in the microwave]

to be the ss- kid.

(other)

--

Assign own (other)

Position oth

our breakfast [hands CH1 a

away]

Regulate foc

Refusal Regulate be

other Enforce cor

you won't get, or

ereal.

en, stop doing that

Accept

II. Integration

Research and teaching became mutually generative rather than separate activities.

Integrate

Weave feminist critiques of science into my pedagogy

Reflect

Delve into AI, assessment, and academic integrity issues

Rethink,
redesign

Realign assignments and assessment practices → QM certification

III. Sustainability

What does it take to make this kind of work sustainable?



- Faculty development leave does produce tangible outcomes.
- But perhaps its greatest value is that it briefly restores conditions under which thoughtful academic work, the kind requiring sustained attention, curiosity, revision, and integration, can genuinely flourish.
- It is one of the few structures universities still have that protects sustained intellectual life amid the constant pressures of “do more with less.”

Closing

So yes, the leave helped me produce things: Talks, analyses, course redesign, manuscript work. But those products are really the visible evidence of something harder to put on an annual evaluation:

The value of leave was not only what got produced during that period, but the kinds of thinking that became possible.

