

Reappointments Committee Recommendation for CATHLEEN RHODES

September 28, 2017

CATHLEEN RHODES is a lecturer in English in her fifth year of a continuing contract at that rank at Old Dominion University and subject to annual reappointment as well as a five-year review, for which this document serves. The Reappointments Committee of the Department of English unanimously recommends the reappointment of CATHLEEN RHODES for the 2018-2019 academic year.

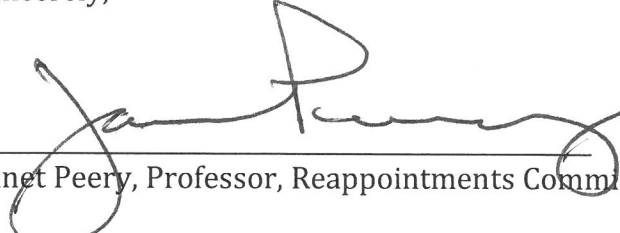
TEACHING: During her tenure at Old Dominion, Cathleen Rhodes has taught eight undergraduate courses every year for the departments of English and Women's Studies. Her course rotation shows her impressive range: ENGL 110C Freshman Composition I, ENGL 211 Freshman Composition II, ENGL 114 Introduction to American Literature, WMST 201 Introduction to Women's Studies, WMST 390 Women and Technology, WMST 303/ENGL 395 Queer Studies, and WMST 395/ENGL 395 Queer Literature. She is a passionate instructor, whose enthusiasm appeals to students both at the general education level and the level of the major. Her pedagogy is informed by her excitement for the subjects she teaches, her creativity, and her openness to experimentation. Her students describe her as "enthusiastic," "flexible," and "open to student discussion and participation," praising her choice of readings and openness to ideas other than her own. They often stress how caring and encouraging she is, and how student conferences complement the feedback they received in their writing assignments. Cathleen's course materials are clear and concise, and she systematically revises and updates them to respond to student needs. Most recently, she introduced syllabi that use graphic design principles to make them more attractive and easier to use; as well, she has begun to use writing assignments that ask students to summarize the feedback she has already provided in order to make them reflect on what they have learned. Finally, she has been the recipient of a service-learning mini grant to incorporate more service learning into her courses. Cathleen Rhodes exceeds expectations of teaching.

SERVICE: Cathleen Rhodes has regularly advised between 7 and 9 students per semester over the reviewed period. In addition to her advising duties, she generously devotes her time to mentoring undergraduate students and helping them present their projects outside their regular classes. For instance, in spring 2016, several of her students presented a panel at Virginia Wesleyan's *Works in Progress* conference where they represented ODU and showcased their


research projects. She has given numerous talks and presentations at the *Gay Cultural Studies* 2016 symposium, *ODU President's Task Force on Inclusive Excellence* events, and *English 200* classes. Additionally, Ms. Rhodes has provided valuable service in various capacities to the university at large, including Interim President of *Gay Cultural Studies*, Board member of *Friends of Women's Studies*, *Humanities Faculty Advisory Board* member, *ODU Diversity Advisory Board* member, committee member of *English Department Composition Committee*, and *Safe Space* committee. She has been a mentor to several adjunct faculty and has also taken the lead in organizing full time non-tenure track faculty in issues related to their teaching. Ms. Cathleen Rhodes clearly exceeds expectations for service.

SUMMARY: Cathleen Rhodes performance record for the past four years has been impressive. She has been an enthusiastic, dedicated, and highly effective faculty member whose teaching and service have been assets for the department. This committee is pleased to recommend her reappointment for the coming year.


Sincerely,



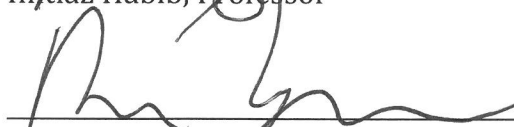
Janet Peery, Professor, Reappointments Committee Chair



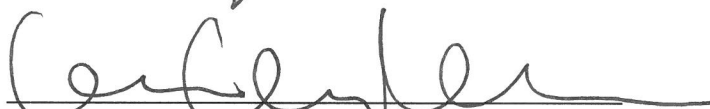
Joe Cosca, Associate Professor



Imtiaz Habib, Professor



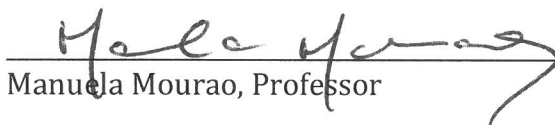
Drew Lopenzina, Associate Professor



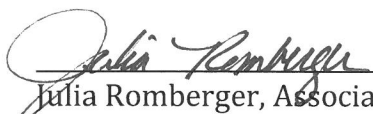
John McManus, Associate Professor




Kevin Moberly, Associate Professor



Manuela Mourao, Professor



Julia Romberger, Associate Professor



Tim Seibles, Professor



Alla Zareva, Associate Professor



Department of English
Norfolk, VA 23529

Phone: (757) 683-3991 • Fax: (757) 683-3241

Chair's Letter on Reappointment and Five-Year Evaluation of CATHLEEN RHODES
November 1, 2017

Cathleen Rhodes is a lecturer in English in her fifth year of a continuing contract at that rank and subject to both annual reappointment and a major five-year review. The assessment that follows will take into account Professor Rhodes work in the previous academic cycle and also her work for the past five years.

Teaching:

Cathleen Rhodes' regular teaching load is four courses per semester in English. Last fall she taught three sections of English 110C: Composition I, and one section of English 395/WMST 303, Queer Studies. In the spring, she taught three sections of English 110C and English 395, Queer Literature. She teaches approximately 75 students each semester. Portfolio reviewers confirm that her course materials are up-to-date and presented in compelling ways: "I am most impressed by Cathleen's 'graphic syllabi' idea, replacing the conventional syllabus with a visual landscape of essay assignment instructions," writes one reviewer. Another appreciates that Professor Rhodes "[establishes] a safe environment for experimentation and creativity" in the classroom. Students find her to be an invested, dynamic instructor who inspires even as she challenges. Though numbers on Student Opinion Surveys indicate that it takes a while to get feedback and grades from Professor Rhodes, in other categories, students vocalize their appreciation, particularly in regards to the instructor's enthusiasm and helpfulness.

When considering Professor Rhodes' teaching over the larger five year term, it's inspiring to see repeating words – "fun," "friendly," "passionate," "respectful" -- and phrases like "She's awesome!" It's clear that Professor Rhodes has worked hard to make her courses meaningful to her students. Importantly, she's incorporated service learning components into her courses and has received a service learning mini-grant to continue to implement these class projects. She's an accomplished teacher with a fan-base of students who take multiple courses with her. In past years, she's also taught English 211C for our department, and she's regularly taught summer courses for Women's Studies. During her time at ODU, Professor Rhodes has created two distinct and very important courses, Queer Literature and Queer Studies, that have greatly benefitted our diversity offerings in the department and ODU students more generally. Such dedicated and inspiring teachers are hard to find and harder to keep. It's my hope that Cathleen Rhodes will remain a colleague for a very long time.

Service:

During the previous cycle, Professor Rhodes advised eight English majors each semester and served on the department's General Education Committee, which not only makes decisions about general education course content but also is responsible for evaluating affiliate faculty. She served as Interim President of Gay Cultural Studies and as a board member for Friends of Women's Studies and the ODU Diversity Advisory Board. She's also a Safe Space committee member, and has given invited talks at the LGBT Film Festival at Slover Library and also at the ODU President's Task Force on Inclusive Excellence.

In the past five years, she has at various times coordinated the scheduling for non-tenure-track faculty members in English, served on the University's LGBTQ Caucus, and served as a mentor to adjunct faculty members. Professor Rhodes' outstanding service has been a trademark during her time at ODU. In every annual evaluation in her career, she has either more-than-met or exceeded service requirements, and she has done so once again.

Summary:

Cathleen Rhodes has done a fine job with her assignments in English, successfully managing her demanding teaching load, extending her commitment to service to the classroom, and fully participating in service activities at every level. I recommend her reappointment for AY18/19 without reservation.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Sheri Reynolds', with a stylized, flowing script.

Sheri Reynolds
Professor and Chair

Cc: Cathleen Rhodes



OLD DOMINION
UNIVERSITY

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Office of the Dean

College of Arts and Letters

9000 Batten Arts & Letters Building, Norfolk, VA 23529

Phone: 757.683.3925 Fax: 757.683.3317

December 10, 2017

DEAN'S ACTION ON FIFTH-YEAR MAJOR REVIEW

Prof. Cathleen Rhodes, Lecturer
Department of English
College of Arts and Letters

According to University Policy as outlined in the Teaching and Research Faculty Handbook, lecturers shall, during the fall semester of the fifth year of service, "receive a major faculty review. This review will be conducted by the dean and will include an in-depth evaluation of the individual's teaching effectiveness and other professional activities as well as needs of the department. The purpose of the review shall be to evaluate the individual's performance and determine whether he or she should be retained beyond the fifth year."

Department Committee: Unanimous in favor of reappointment.

Department Chair: Supports reappointment.

Teaching

Prof. Rhodes has taught more than 600 students in 16 course sections since fall 2013, most often in English 110C: Composition I. Prof. Rhodes' teaching has received favorable ratings from her students. In written responses on opinion surveys, they describe her as a flexible, encouraging, and enthusiastic instructor who creates a safe space for student engagement and discussion in the classroom. Prof. Rhodes' colleagues share similarly affirming evaluations of her pedagogical skills, noting that she is an inspiring, innovative, and thorough teacher who continuously strives to improve the quality of her courses. In sum, Prof. Rhodes is a talented and dedicated instructor who is exceeding expectations in the area of teaching.

Service

Prof. Rhodes is a thoughtful and responsible colleague who contributes in important ways to the department, college, and university. At the level of the department, she advises some English majors each semester and she serves on the department's General Education Committee. At the level of the college and university, her key involvements include serving as Interim President of Gay Cultural Studies and as a member of the Friends of Women's Studies Board and the ODU

Advisory Board. I commend Prof. Rhodes for these laudable service involvements, which demonstrate that she is exceeding expectations as a departmental and university citizen.

Dean's Decision Regarding Reappointment:

Prof. Cathleen Rhodes is an inspiring and respected teacher. She is also a conscientious university citizen and a valued colleague. She has done excellent work during the 5-year period covered by this major review.

Based on my thorough review of Prof. Rhodes' five-year comprehensive portfolio, the recommendation of the Department Committee, and the positive evaluation of the Department Chair, I am pleased to confirm that she will be reappointed as a Lecturer in the next academic year. With the approval of the Chairs of the English and Women's Studies Departments, she will move into a lecturer position that will enable her to teach more Women's Studies courses.

Prof. Rhodes' colleagues and I greatly appreciate her ongoing commitment to teaching excellence and thoughtful service.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Kent Sandstrom', with a long horizontal flourish extending to the right.

Kent Sandstrom
Dean and Professor

Cc: Prof. Cathleen Rhodes, Lecturer, Department of English
Prof. Sheri Reynolds, Chair, Department of English
Dr. Austin Agho, Provost and Vice President of Academic Affairs