

Reappointments Committee Recommendation for Cathleen Rhodes

October 31, 2016

CATHLEEN RHODES is a lecturer in English in her fourth year of a continuing contract at that rank at Old Dominion University and subject to annual reappointment. The Reappointments Committee of the Department of English unanimously recommends the reappointment of Ms. Rhodes for the 2017-2018 academic year.

TEACHING: In the fall semester of 2015 she taught three sections of English 110, English Composition, and a section of English 395/Women's Studies 303, Queer Studies, to a total of 73 students. In the spring of 2016 she taught three sections of English 110, English Composition, and one section of English 395/Women's Studies 303, Queer Literature, to a total of 69 students. Ms. Rhodes' course designs represent best practices, with current teaching materials, clear course goals and objectives, and innovative, intellectually appropriate tasks and activities. Her student evaluation scores situate firmly at or above departmental means, and comments praise her open manner, passion for the subject matter, and commitment to student success. "She encourages free thinking and absolutely does not try to limit students by impressing her views on them. . . She also encourages students to be daring in their writing and exceed their own perceived limitations," one student wrote. Another said, "I like how you are so amazing. You're so easy to talk to and very relatable. I wish you were my English teacher for the rest of my time here." Cathleen Rhodes' performance gives evidence of a strong teacher hitting her stride.

SERVICE: In addition to advising 17 undergraduate students and mentoring six Queer Literature students, Ms. Rhodes served as interim president of Gay Cultural Studies, board member of Friends of Women's Studies, and member of the Safe Space Committee. For the second year in a row, she spearheaded a new system for full-time NTT faculty in the English Department to schedule their own classes. Twice she made a guest appearance at English 200 to speak about the department's literature emphasis.

SUMMARY: Cathleen Rhodes is a valued member of the teaching faculty and we are happy to recommend her reappointment for the coming year.



Manuela Mourão, Professor and Committee Chair



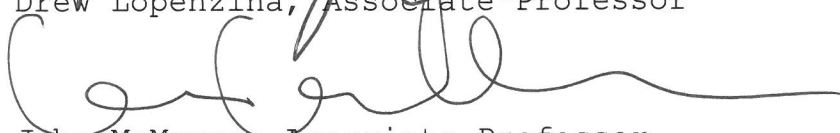
Bridget Anderson, Associate Professor



Joe Cosco, Associate Professor



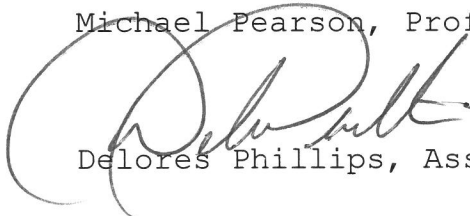
Drew Lopenzina, Associate Professor



John McManus, Associate Professor



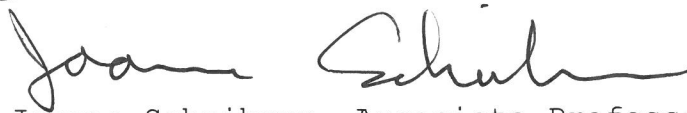
Michael Pearson, Professor



Delores Phillips, Associate Professor



Julia Romberger, Associate Professor



Joanne Scheibman, Associate Professor



Tim Seibles, ~~Associate~~ Professor

Alla Zareva, Associate Professor





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Chair's Recommendation on Reappointment of CATHLEEN RHODES
November 15, 2016

CATHLEEN RHODES is a Lecturer in English in her fourth year of a continuing contract at that rank at Old Dominion University and subject to annual reappointment. The Reappointments Committee of the Department of English has unanimously recommended her reappointment for the 2017-2018 academic year. I agree with the committee's recommendation.

TEACHING

Ms. Rhodes taught four courses in both the fall and spring semesters, covering three sections of English 110C, English Composition, per semester as well as English 395/Women's Studies 303, Queer Studies, in the fall, and English 395/Women's Studies 395, Queer Literature, in the Spring. Her marks on Student Opinion Surveys are solid, usually around or above department and college means. They dip a bit with regard to providing timely feedback and grades, sometimes into the 3s, but the scores tend to be quite high in relation to questions of enthusiasm for the subject matter and respect for individuals and their contributions. In written comments, students are often effusive about her instruction, appreciating her enthusiasm and her informative presentations. "Her vibe was chill," writes one student, and another notes that she "uses positive humor" to keep students engaged.

It's clear that Ms. Rhodes attends to her classes, putting extra energy into revising syllabi and course materials not just for content, but also for appearance. One peer reviewer writes, "Rhodes practices what she preaches in the classroom: as she teaches students to be aware of audience needs and rhetorical context, she is aware of her students' needs when designing the major course documents for each of her classes." Another reviewer praises her for practices in the English Composition I classroom: "Cathleen's replacement of the common 'peer-review' practice with 'workshopping,' creating a course with 'Food theme,' scheduling community activities . . . provide[s] her students with real world education, in addition to the classroom learning."

Ms. Rhodes is a helpful, welcoming, informative instructor who meets expectations for teaching.

SERVICE

As an advisor, Cathleen Rhodes routinely meets with English majors (nine in the fall; eight in the spring) as well as mentoring students from her classes for external opportunities and events. This past spring, six of her undergraduates presented a panel at the Works in Progress conference at Virginia Wesleyan. She also assisted with the scheduling of classes for non-tenure-track faculty members in English. A celebrated public speaker, Ms. Rhodes gave many additional presentations, including a talk at the Gay Cultural Studies Spring Symposium, a talk to participants in the Engineering Early Advantage Program for Women, and talks in English 200 about the benefits of the Literature emphasis in both semesters. She served as the Gay Cultural Studies Interim President and was a member of the board of Friends of Women's Studies and the Safe Space Committee.

Cathleen Rhodes remains engaged in service work both inside and outside the department. She exceeds expectations for service.

SUMMARY

CATHLEEN RHODES is a passionate teacher and advocate for her students and colleagues. I am happy to recommend her reappointment for 2017-2018.

Sincerely,



Sheri Reynolds
Professor and Chair

cc: Cathleen Rhodes



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DEAN'S ACTION ON REAPPOINTMENT FOR 2016-17

Ms. Cathleen Rhodes
Lecturer in the Department of English, College of Arts & Letters
November 28, 2016

According to University Policy as Outlined in the *Teaching and Research Faculty Handbook*:

“Considering the recommendations of the departmental committee and of the chair, as well as the needs of the college, the dean makes a decision concerning reappointment or nonreappointment of each individual nontenure-track faculty member, notifies each faculty member in writing of this decision, and provides the provost and vice president for academic affairs with a copy of the decision letter.”

Prior actions concerning reappointment for 2016-17 are as follows:

Department Committee: Unanimous in favor of reappointment.

Department Chair: Supports reappointment.

TEACHING: Ms. Cathleen Rhodes teaches a diverse range of undergraduate courses for the English and Women's Studies departments, which include courses in composition, literature, Queer Studies, and Women's Studies. In the current review period, she taught a total of eight classes. Ms. Rhodes' Portfolio Reviewers submitted positive assessments of her teaching materials, noting her attentiveness to student needs and her innovative incorporation of community activities into composition pedagogy. Ms. Rhodes' Student Evaluation Scores for this review cycle are solidly in line with department and college means. Written comments are overwhelmingly positive and indicative of Ms. Rhodes' ability to engage her students and to create a classroom environment that is welcoming and respectful to all. Ms. Rhodes easily meets expectations for instruction.

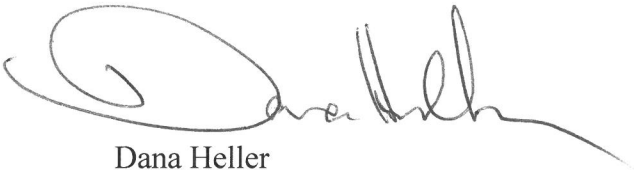
SERVICE: Ms. Rhodes is a hard-working, generous colleague who provides valuable service. In addition to her advising duties, she is a dedicated student mentor who makes important contributions to undergraduate research. She is a member of the Friends of Women's Studies board and the Safe Space Committee. Additionally, she is Acting President of ODU Gay Cultural Studies and devotes her time to planning and organizing events. Ms. Rhodes is a noted

public speaker in her own right, and has been invited to speak at events on and off campus. Ms. Rhodes exceeds expectations for service.

DEAN'S DECISION REGARDING REAPPOINTMENT:

Based on my review of Ms. Cathleen Rhodes' reappointment materials, the recommendation of the Department Reappointment Committee, the evaluation of the Department Chair, and the needs of the Department I am pleased to confirm that Ms. Rhodes shall be reappointed as a Lecturer in the Department of English for the next academic year. I look forward to her ongoing contributions to the Department, the College, and the University.

Yours truly,

A handwritten signature in black ink, appearing to read 'Dana Heller', with a large, stylized initial 'D'.

Dana Heller
Interim Dean

cc. Ms. Cathleen Rhodes, Lecturer, Department of English
Ms. Sheri Reynolds, Chair, Department of English
Dr. Austin Agho, Provost & Vice President of Academic Affairs