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**Women's Studies Department**  
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To: Kent Sandstrom, Dean  
From: Departmental Teaching Review Committee  
Date: September 25, 2018  
Subject: Teaching Review: Cathleen Rhodes

Professor Rhodes taught 187 students during the review period across eight different classes. During this review period, Professor Rhodes taught three sections of WMST 390T, one of the foundational courses for the Women's Studies major and minor, as well as the upper level undergraduate-graduate course of Queer Studies (WMST 303), and three sections of English Composition (ENGL 110C). Across all of her courses, Professor Rhodes received quantitative scores above 4 (save for one instance), often with scores in the 4.75 range. Qualitative comments were positive, including: "I liked the professor's relaxed attitude and the amount of involvement in the class setting," and "From day one my teacher grabbed my attention and was very enthusiastic and originally, just genuinely amazing. I would take it all over again." Several students commented on her openness to diversity and her ability to engage a diverse student group in discussions.

This semester, Professor Rhodes' teaching was observed in her scholar-activism with the Tidewater Queer History Project and Gay Cultural Studies. Here, we saw Professor Rhodes organize over 80 participants in a community movement to protect Tidewater's cultural history. This involved leading a class in the longest-standing lesbian bar in Hampton Roads, the Hershee Bar. Professor Rhodes has not only taught enriching, grounded, and innovative classes, she has assured that her teaching makes an impact in communities and offers students life skills that expand far beyond her degree. In that sense, she is truly an exemplar feminist-activist scholar.

It is clear that professor Rhodes creates an engaging classroom, from her eye-catching syllabi to her inclusion of a number of innovative practices throughout the university. She is a vital member of the Women's Studies Department, who brings her fullest self to her reach as a teacher, colleague and university citizen.

Sincerely,

A handwritten signature in black ink, appearing to read "J Fish".

Jennifer Fish, Ph.D.  
Professor

A handwritten signature in black ink, appearing to read "Amy Milligan".

Amy Milligan, Ph.D.  
Assistant Professor



Women's Studies Department  
3041 Batten Arts & Letters Building  
Norfolk, VA 23529

To: Kent Sandstrom, Dean of Arts and Letters

From: Jennifer N. Fish, Chair of Women's Studies

Re: Senior Lecturer Promotion Review

Date: February 15, 2018

On behalf of the Women's Studies Department, I am delighted to support Cathleen Rhodes' promotion to Senior Lecturer. Over the past five years, she has made multiple innovative and profoundly impactful contributions to both Women's Studies and English, while serving in a number of critical capacities within the College of Arts and Letters. This summary reflects a cumulative evaluation of five years of accomplishment, in-class teaching observations, student opinion surveys, departmental and college service, and engagement in our wider community.

### Teaching

Professor Rhodes is an exemplar professor in three critical areas: 1) course design; 2) visual pedagogy; and 3) immersion learning. She moves seamlessly between her two fields of Gender Studies and English, as evident in her course designs and outstanding student evaluations.

#### *Course Design*

Professor Rhodes has developed multiple innovative approaches to all of her courses. As a leader in course design, she engages the most relevant material, and provides students with an organized, contemporary, and applicable set of resources and skills in each of her classes. Her work has been an exemplar in the Women's Studies Department. The two foundational courses she teaches, Introduction to Women's Studies and Women and Technology, are anchors in our overall offerings. Professor Rhodes' course material is our reference base for new faculty teaching in these areas. Not only is her work the model for the department, she assures that her material continually emerges to engage the most relevant content, central to the lived experiences of our students.

#### *Visual Pedagogy*

Professor Rhodes has integrated innovative visual dimensions to her teaching for the past five years. She is a leader in the development of visual syllabi—a technique that has resulted in extremely effective impacts on student perceptions of course content and accessibility. Professor Rhodes independently researched this field, developed her own material, and presented it at a university-wide teaching workshop. As her material reflects, she uses innovative design in her assignments, in-class activities, and overall course delivery. Her use of

photography in particular has been persuasive in students' engagement with her courses and capacity to overcome obstacles in academic performance. We have drawn from this model throughout our department, as one of Professor Rhodes' signature pedagogical contributions.

#### *Immersion Learning*

Professor Rhodes not only offers a consistently effective framework for her range of courses, she has developed incredibly meaningful outreach experiences. For example, for her Queer Studies courses, she asked students to co-create a historical walking tour of queer community landmarks in Norfolk. This project has become a model for our service-learning/scholar-activist approach to teaching. Professor Rhodes works with community organizations, and develops meaningful experiences for advanced students who seek career opportunities in the field of women's and gender studies. She has initiated the Tidewater Queer History Project, which allows students incredibly rich and overlapping immersion learning moments. In addition, Professor Rhodes has attended Virginia's regional undergraduate research conferences with students, and mentored a number of new majors and minors into advanced professional skill sets through her commitment to exposing them to conference opportunities. These model experiences encapsulate the larger pedagogical goals of the Women's Studies Department.

Professor Rhodes is actively engaged in improving her pedagogy and outreach. She attends teaching conferences and workshops regularly. Through these experiences, she not only improves her own delivery, she also assures that she shares these insights with her colleagues. This component of her teaching contribution has made most meaningful contributions to Women's Studies.

#### **Curricular Contributions**

Professor Rhodes has demonstrated an exceptional set of pedagogical skills across a range of courses during her Lecturer position. At the university level, six years ago, she *independently* designed the undergraduate curriculum in Queer Studies and launched our first offerings in this area. This contribution changed the curricular reach of our department, while providing a vital source of knowledge in our field that had not previously been offered. These courses have been widely popular with our students, many of whom take both the Queer Studies and Queer Literatures courses Professor Rhodes created. Her work is a cornerstone in our department. We have drawn widely from her contributions, and enhanced the rest of our course offerings because of this curricular foundation in Queer Studies.

As a model educator, Professor Rhodes is also an exemplar mentor to our students. She regularly draws majors and minors to the field, while assuring that Women's Studies outreach and professional development opportunities are part of her course design. She has supported first year students in their exploration of Gender Studies, and mentored our most advanced undergraduates, who have chosen careers in our field. This mentorship teaching dimension is vital to the Women's Studies Department, as yet another exemplar quality Professor Rhodes brings to her contact with our students.

#### *Service*

Professor Rhodes' service to ODU far exceeds her role as a Lecturer. She has served on the Friends of Women's Studies board for over ten years. Here, she has developed a range of innovative experiences that link students to the wider community, while enriching our ability to connect beyond the campus borders. For example, she organized a tour of a photographic exhibition at the Chrysler Museum for our students and Friends of Women's Studies community. In addition, Professor Rhodes has made central contributions to Gay Cultural Studies at ODU since its inception. She has consistently led our efforts to provide innovative

community engagement models that bring together a range of connections, while enriching our student experiences profoundly.

As her teaching review committee notes, Professor Rhodes has also served the university widely, as a member of the Institute of Humanities Advisory board, and the Diversity Advisory Board for the President's Task Force on Inclusive Excellence. She is an absolute model university citizen—engaged across fields, willing to support a range of initiatives, incredibly knowledgeable across domains, committed and *present* in the daily experience of university life.

The Women's Studies Department unanimously supports Cathleen Rhodes' promotion to Senior Lecturer, with abundant appreciation for the range, depth, and profound meaning of her contributions to our community. She embodies the most sophisticated skills of an educator, while consistently assuring that her daily practices support the larger ideologies that hold the university as a vital space for social transformation, inclusion, and engaged citizenship.



Women's Studies Department  
3041 Batten Arts & Letters Building  
Norfolk, VA 23529

To: Kent Sandstrom, Dean of Arts and Letters  
From: Jennifer N. Fish, Chair of Women's Studies  
Re: Cathleen Rhodes Annual Review

Date: November 6, 2018

On behalf of the Women's Studies Department, I am delighted to submit this annual review of Cathleen Rhodes' contributions as a Senior Lecturer. This review season covers Professor Rhodes' transition from a Lecturer in English to a Senior Lecturer in Women's Studies, beginning in January 2018. I focus my review on her contributions in our department.

### Teaching

Professor Rhodes is an exemplar professor in four areas: 1) course design; 2) visual pedagogy; 3) immersion learning; and 4) activist scholarship. She has flourished as a leader in the department, namely through her design and implementation of the Tidewater Queer History Project, which reaches a number of classes and cultivates an active student leadership cadre.

Professor Rhodes has taught foundational courses in Women's Studies, including our general education course, WMST 390T Women and Technology and a Queer Literature course. The in-class teaching observations conducted by the teaching portfolio committee echo Professor Rhodes' exceptional contributions to the classroom, and our overall curriculum in Women's Studies. Her student evaluations are outstanding, with averages ranging from 4.3-4.77. One evaluation summarizes a core aspect of her work, "Professor Rhodes is always incredibly respectful of her students and their varying identities. I always appreciate that . . . I learned the most from discussion and our vastly different perspectives." Another student comments, "She truly kept me engaged in the class." Students noted her enthusiasm and ability to create interesting classroom material. Notably, student evaluations reflect a level of rigor in the classroom that reflects Professor Rhodes' dedication to the material. As one student summarized, "Rhodes is a top notch professor! She's going to make you work, but she's helpful along the way and works hard to make sure all of her students succeed." These qualities emphasize her dynamic and powerful impact on her classrooms.

Professor Rhodes is a leader in the development of visual syllabi—a technique that has resulted in extremely effective impacts on student perceptions of course content and accessibility. As her pedagogical material reflects, she uses innovative design in her assignments, in-class activities, and overall course delivery. Her inclusion of photography and archival material in particular has been persuasive in students' engagement with her courses

and capacity to overcome obstacles in academic performance. I draw attention to the creative and distinct use of visual methods throughout her material included in this year's review.

#### *Grant Success*

Professor Rhodes has been an exemplar innovative scholar in accessing grants to realize the vast visions she holds for her classrooms, our curricular expansion, and the development of student experiences. This past year, her efforts realized two substantive grants—one in service-learning and the other from the Improving Disciplinary Writing Action Project Grant which awarded \$17,190 to Professor Rhodes and two other colleagues outside of the College of Arts and Letters. Professor Rhodes has put these resources to use in the most laudable forms—maximizing her reach and impact across venues. In this sense, she has offered most valuable contributions to our wider curricular vision, and impacted our colleagues and students as a model scholar-activist.

#### *Service*

Professor Rhodes' service to ODU far exceeds her role as a Senior Lecturer. She has served on the Friends of Women's Studies board for over eleven years. Here, she has developed a range of innovative experiences that link students to the wider community, while enriching our ability to connect beyond the campus borders. Professor Rhodes' service also extends to her teaching, as she has developed a Tidewater queer walking tour, which has generated wide awareness and support among our students and community members. Professor Rhodes not only leads these designs, she brings them back to the department to grow its reach on multiple levels. This is just one example of her committed involvement in the department. As a colleague, she is a vital part of every faculty meeting, offering vital input and critical considerations.

Cathleen is engaged, innovative, and completely obvious in her commitment to the elevation of her students, our department and the wider university throughout her interactions. We are delighted in the great fortune we find in working with her, and look forward to her ongoing flourishing as a model inspirational colleague.