

This document summarizes evidence of my effectiveness as a professor at William & Mary.

AWARDS AND COMMENDATIONS

Extramural

In 2022, I received the American Political Science Association's [Craig L. Brians Award for Excellence in Undergraduate Research and Mentorship](#), which is given annually to a faculty member who demonstrates "commitment to and excellence in encouraging and developing scholarship among undergraduate students, and in mentoring undergraduate students in preparation for graduate school or public affairs-related careers." See an excerpt from the award letter, below.

We were very impressed by both your achievements and those of your students. Your work with your International Justice Lab, publications with undergraduate students, and pedagogy research demonstrate the highest level of commitment to undergraduate research.

Intramural

In 2022, I was nominated for a William & Mary Values in Action Award. See, below, an excerpt from the nomination letter that President Katherine Rowe shared with me.

Professor Z is exceptionally passionate, caring, and ambitious in her classroom. She works hard to ensure every student's voice is heard in class, and she makes sure to challenge students while still encouraging them to build their skills. She has bettered each of her students with her excellent teaching and helped the broader campus community with her research opportunities.

In 2021, I was recognized by The Seven Society – William & Mary's oldest, active student secret society (est. 1826) – for my teaching, mentoring, and service to the institution and the profession. This honor is conferred annually on one professor at the university. See an excerpt from the recognition letter, below.

We have noted your many efforts, from leading the International Justice Lab, to questioning the Euro-centric and white-dominated nature of International Relations scholarship, to creating spaces on campus for students of color to feel heard ... You have become a mentor to students, a burgeoning leader in your field, and a practitioner on campus of the very subject you study: transitional justice ... From engaging in professionalization discussions with students, to specifically seeking out students of color and women as Research Fellows, to requiring that students' bibliographies be 30% women-authored, you make the College and the field of International Relations a better place than how you found it. ¹

STUDENT COURSE EVALUATIONS

GOVT 404: Transitional Justice in Question(s) (senior seminar)

Spring 2022

Overall score: **4.19** out of 5.0 ($N = 11$, std. dev. = 0.85) (department average: 4.26)

1. Women make up approximately 30% of International Relations scholars; thus, I require students to verify that at least 30% of their references are authored by women, using the [Gender Balance Assessment Tool \(GBAT\)](#) developed by Jane L. Sumner.

Spring 2021

Overall score: **4.48** out of 5.0 ($N = 14$, std. dev. = 0.66) (department average: 4.24)

GOVT 391: Human Rights (intermediate lecture)

Fall 2021

Overall score: **4.14** out of 5.0 ($N = 55$, std. dev. = 0.99) (department average: 4.32)

GOVT 150: Constructing Human Rights (first-year seminar)

Spring 2022

Overall score: **3.96** out of 5.0 ($N = 15$, std. dev. = 1.29) (department average: 4.26)

Excerpts from open-response items (sampled from pool of evaluations, 2021-present)

Growth-oriented pedagogy

- I really liked this class and found the scaffolding system to be an effective way to both teach and assess the course.
- She had high expectations for her students which really encouraged us to do our best work.
- Professor Zvobgo really pushed us and had high expectations ... it pushed me to work harder and it made my improved grades feel even more rewarding.
- The course is demanding, but the expectations are made very clear from the start.
- With regards to grading, her feedback was very helpful in writing our final papers.
- Her comments are useful in helping us to become better writers and scholars.
- I feel like I produced something useful and important by the end of it. I have a much better grasp of how political science research should be done.

Ability to facilitate group discussions

- She held an open, welcoming space for us to always discuss our concerns with transitional justice and politics both on a local and national scale, and it allowed the class to have a lot of discussions that I have never been able to have before ... As a woman of color in her class, her presence made me feel more comfortable speaking up about issues and made me feel more seen and heard.
- Also, this class produced some of the most interesting discussion of my College career – Prof. Zvobgo is amazing!
- She used humor to connect with students and encouraged participation.
- She incorporates student participation into class well.
- The class content was always very captivating and she always left room for great class discussion.

Ability to teach core concepts, including through activities and examples

- The topics in the class were really interesting, especially with how Professor Zvobgo encouraged us to consistently apply the ideas and topics we were learning about to the US context.
- Each reading had a purpose that built on earlier concepts in order to strengthen our understandings of the course.
- I feel like I have learned so much from this course and have found that this is one of the few classes that is presented so well that I find myself excited to relay information to friends/family.

- She is very passionate about the class and draws out lots of student engagement.
- The assignments were very germane to the course material and they were organized and spaced so that they were manageable. I enjoyed class discussions and felt comfortable participating.
- This course's expectations, and the expectations of the instructor have been the clearest of any course that I have taken at the college. It was certainly a lot of work, but professor Zvobgo consistently gave us the tools we needed, encouraged us to use them, and always made sure that we knew exactly what was expected of us.

Commitment to helping students succeed in their academic, professional, and personal lives

- Dr. Z was very accessible outside of class and I wish I had taken more advantage of that.
- Professor Z is an very encouraging and supportive professor, and this class was very well organized.
- I really appreciated Professor Zvobgo's feedback on our work and her providing us with resources to thrive outside of her class as well.
- She also goes above and beyond by facilitating opportunities for students to attend high-profile guest speaker events.
- I've truly learned a lot from this course and my peers thanks to how you approached and taught the course (such that hopefully I'll be able to further TJ in my education and career choices).
- Professor Zvobgo has also been a big inspiration to me and has been so accessible with any questions that students have about the course, our futures and relevant news topics. She was the only professor that I have that reached out to students when big things happened in the news and made sure to always check on our wellbeing.
- This class was very well taught, and Professor Zvobgo's passion for transitional justice combined with her excellent teaching methods and readings have helped persuade me to continue to study transitional justice in graduate school next year ... Professor Zvobgo also helped to broaden our horizons by consistently inviting us to the IJL lectures.

Ability to teach in a diverse and changing world

- Professor Zvobgo made an exemplary and effective effort to bring in the perspectives in IR that are often silenced.
- Professor Zvobgo is ... very encouraging of different perspectives and student participation.
- She taught complex and important material with a widely intersectional lens.
- I think the course materials were well-curated and provided a broad range of perspectives and ideas on the topics of the course.
- Her course has proven to be very eye-opening and transdisciplinary.

Flexibility, adaptability, and responsiveness

- This class is well-structured, and the midterm evaluations made the second half of the course even better.
- She was very responsive to mid-semester feedback which I really appreciated.
- I had some minor issues with this course at the beginning of the semester, but after a mid-semester check in with the whole class, everything was fixed !
- I was also very grateful that she took in our feedback in the middle of the semester.