

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

Commendations

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. In just a short amount of time as a professor, 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 [International Justice Lab] 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

Spring 2021 – GOVT 404: Transitional Justice in Question(s)

Quantitative scores for “How would you rate this instructor’s overall teaching effectiveness?”:

Mean: **4.57** out of 5.0 ($N = 14$) (department mean: 4.29)
Std. dev.: **0.51** (department std. dev.: 0.92)

Fall 2021 – GOVT 391: Human Rights

Quantitative scores for “How would you rate this instructor’s overall teaching effectiveness?”:

Mean: **4.15** out of 5.0 ($N = 55$) (department mean: 4.38)
Std. dev.: **1.06** (department std. dev.: 0.83)

Excerpts from open-response items (sampled from pool of evaluations):

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.

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.

- 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 ...
- 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.
- 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.

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

- Her comments are useful in helping us to become better writers and scholars.
- 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 future's 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.

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.