

Assistant Professor Kathy Rodriguez
M.A., M.F.A.

Right: work in progress for “Parts,” including tabletop supplements to the work (ribbon, Kleenex, books)

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February 26, 2018

To: Mahyar A Amouzegar, Provost, The University of New Orleans

Kim Martin Long, Ph.D., Dean, Professor of English, College of Liberal Arts,
Education, and Human Development

Charles Taylor, Director, School of the Arts, The University of New Orleans

Jeffrey Rinehart, Department Head, Fine Arts, The University of New Orleans

Re: Tenure Track Position, Department of Fine Arts, School of the Arts, The University of
New Orleans

Dear all,

I hope this letter finds you well. I'm writing to express my interest in the offer of a tenure-track position in the Department of Fine Arts. I have been an employee of The University of New Orleans since 2008, when for three years I served as an adjunct teaching Art Appreciation, Drawing, and Art History Survey II. In 2011, I gained full time employment and status as a graduate faculty member. In addition to running the UNO-St. Claude Gallery from that point until this past January, for just shy of seven years, I have also taught a variety of classes in both studio and art history areas.

Over the past ten years, I have dedicated my service to this institution. I hope this letter, as well as the attached curriculum vitae, bear well on your consideration of me as a candidate for a tenure-track career. Please let me know if I can provide any additional information; I can be reached at klrodri2@uno.edu, or by cell phone at 504.952.8184.

Most sincere thanks,

A handwritten signature in black ink, appearing to be 'Kathy Rodriguez', with a stylized, flowing script.

Kathy Rodriguez
Instructor, Department of Fine Arts, School of the Arts
The University of New Orleans



THE UNIVERSITY *of*
NEW ORLEANS

COLLEGE OF LIBERAL ARTS,
EDUCATION AND HUMAN
DEVELOPMENT

July 25, 2019

Dear Kathy Rodriguez:

On the recommendation of Charles Taylor, I am pleased to offer you a position as a full-time tenure-track Assistant Professor in the School of the Arts. This appointment will carry a salary of \$43,920 on the academic year basis and will be effective August 12, 2019.

The offer is contingent upon a satisfactory background check, as well as receipt and review of official transcripts. This offer is also subject to final approval of the University of Louisiana System, Board of Supervisors.

The responsibilities and duties associated with this position will be assigned by the department chair and the dean, and are subject to UNO and UL System policies and Federal and State law. Applicable policies, including the UL System policy on tenure can be located on the UL System and UNO websites. Since UNO has an active program of evening, weekend, and off-campus classes, assigned duties may involve teaching one or more classes at one of these times or locations.

Your initial appointment will be for a period of three years. While the rank of Assistant Professor is a tenure-track position, please note that neither renewal of the appointment nor a positive tenure decision is guaranteed. Renewal of the appointment will depend on a number of factors, including, but not limited to, satisfactory performance and the University's needs at the time of expiration.

You will be eligible to participate in UNO's employee benefits package. During your first few weeks of employment, you will be required to attend new employee orientation where you will be given information about your benefit options and assistance in completing the necessary forms. Details of the various benefits offered are available from the Office of Human Resource Management website at hrm.uno.edu.

Among the conditions of employment by the UL System is the execution of a form in which you pledge your support of the United States and Louisiana Constitutions. Participation in a state retirement plan is mandatory for all employees, except those hired on F or J visas. As a participant in a state retirement plan, you will not contribute into the federal Social Security system, but the Medicare portion of the Social Security tax will be deducted from your pay.

The Federal Immigration Reform and Control Act requires every employer to establish both the identity and employment eligibility of every employee hired. You must meet the requirements of this law in order to be hired. You will therefore be required to complete a Form I-9 and present acceptable documents no later than the end of your first day of employment.

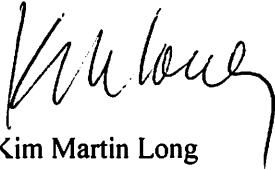
The Southern Association of Colleges and Schools' current accreditation requirements mandate that all full-time and part-time members of the UNO faculty present evidence not only of having earned an appropriate degree from an accredited college or university, but also of completing a certain number of credit hours in the field of study. Therefore, we must obtain an official transcript from the institution from which you received your highest degree.

Summer courses may be available to those full-time faculty members who wish to teach. Although the department cannot guarantee summer employment for all who wish it, every effort will be made to accommodate each person's summer teaching preferences. Summer assignments depend upon the department's needs and the availability of courses.

Please indicate your acceptance of this offer by signing in the space indicated below, and return the signed letter to me at your earliest opportunity. We must receive your signed acceptance before we can proceed with the hiring process.

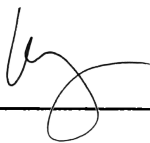
I hope you will accept our offer. Please feel free to call me at 504-280-6320 or email me at kmlong@uno.edu to discuss any questions you may have.

Sincerely,



Kim Martin Long
Dean, College of Liberal Arts, Education and Human Development

I, Kathy Rodriguez, accept this job offer from The University of New Orleans.
Kathy Rodriguez



August 13, 2019

Signature

Date

Hello ☺

I write to you with excitement, humility, and some trepidation as I prepare to submit my tenure review package this fall semester at The University of New Orleans. I started working here in 2008 as an adjunct, then full time in 2011, and then as a tenure-track assistant professor in the Department of Fine Arts, School of The Arts in 2019. I am extremely grateful for all the support you've offered me in this time and before!

I'm reaching out to ask for **a letter of your support** for my application package. I intend to submit my entire package in mid-November. Ideally, I would receive your letter by mid-October. This would allow me ample time to format it into the PDF of supplemental materials I am required to provide to the RPT committee.

If you are willing and able, please let me know, and I can send you any materials you might require or want. In the interim, in case it's useful, please feel welcome and invited to visit my website. Materials for external reviewers are published there, as well as other documents that might be helpful in your consideration of my request. [The link for my website is here.](#)

With sincere gratitude for your consideration and time with this message,

Kathy

A handwritten signature in black ink, appearing to be 'Kathy', with a stylized, flowing script.

Assistant Professor Kathy Rodriguez
Interim Department Coordinator, Department of Fine Arts
Director, Women's Center

October 8, 2025

From: Doyle Gertjeansen

Professor Emeritus of Fine Arts

University of New Orleans

To: Members of the University of New Orleans Promotion and Tenure Committee

Dear Committee Members:

It is a pleasure to write this letter of support for Kathy Rodriguez, a candidate for tenure in the School of the Arts at the University of New Orleans. I have known Kathy for over twenty years. When she was an undergraduate at UNO pursuing her bachelor's degree in the Department of Fine Arts, she attended several of my classes and I served as her Senior Project advisor in 2004. After receiving her MFA at the University of Montana she returned to New Orleans and was hired as an adjunct instructor in Fine Arts at UNO. Since that time she has been a colleague and fellow visual artist, so I am well acquainted with her creative work and with the myriad tasks she has undertaken while working at UNO since 2008.

I should add that I taught in the Department of Fine Arts at UNO for forty years, served as chairman, graduate coordinator, gallery director, and among many other positions was chairman of the credentialing committee for the graduate council. I only mention those things because I did in fact write many of the guidelines pertaining to faculty promotion and tenure that were used by the department and university for several years.

Among the criteria for promotion from assistant professor to associate professor with tenure was the inclusion of at least one professional exhibition each year at a recognized professional gallery or other recognized institution to ensure that the candidate was staying abreast of developments in the visual arts and participating in the field as a working artist. Kathy's list of exhibitions, twenty-four since 2019 (when she was hired as a full-time faculty member), averages six exhibitions per year including three one-person shows, demonstrating an ambitious and consistent record of creative research.

Importantly, Kathy is among the artists who helped develop or participate in exhibition venues for emerging artist throughout New Orleans and adjacent areas, including Gallery 10 in the Magazine Street arts district, and numerous galleries in the now burgeoning St. Claude arts district, including the Second Story Gallery, UNO St. Claude Gallery, Staple Goods Gallery, Good Children's, Antenna, The Front, Studio Waveland, and others. All those galleries developed post-Katrina, thanks to young willing and ambitious artists like Kathy. Her work has also been exhibited at the New Orleans Contemporary Arts Center and the Ogden Museum of Southern

Art, several times in the Annual Louisiana Arts Show Case at SLU, as well as regional/national institutions including the Arkansas Arts and Science Center, the Sella-Granata Gallery at the University of Alabama, Louisiana State Museum in Baton Rouge, Box 13 Gallery in Houston, and the Cult Favorite Gallery, NY.

In recent decades many contemporary visual artists have made a significant departure from the processes and problems on which modern art, and particularly early abstract art, was founded. Primarily, they have abandoned the broader aesthetic and theoretical principles of reductionist modernism in favor of an intensely personal view of image creation that emphasizes a distinctly narrative tendency. In short, much current visual art is based on the recognition of individual psychological and emotional experience in the face of extraordinary political, sociological, and environmental challenges. In that respect, Kathy's creative work is entirely relevant to the contemporary art of her time. Quoting from the announcement for her most recent one-person exhibition in October 2025; "Rodriguez explores themes related to recovery and the construction of feminine and female identity. Artworks reference Jungian dream work, EMDR and talk therapy, matriarchal genealogy, and layers of self. This work addresses trauma and may be triggering for some viewers. "

In much of the work there is an intentional reduction in both size and presumed skill in artistic execution that purposefully rejects the grand impersonal narratives and ambitious artistic rendering of the past. Instead, with both process and imagery, Kathy places the viewer directly within the artist's struggle to express the complex and difficult position of the individual who is facing the challenges of the present era. In a sense, one feels that the goal of the work is not to offer insincere or impossible solutions, but rather to remove any facade that might disguise the truth. Again, Kathy's creative work is fully grounded in the thinking and aesthetics of many of her contemporaries, and an excellent example of the issues that current working artists are seeking to express.

In terms of Kathy's publications and creative research I would also note that her consistent contributions to the New Orleans Art Review, arguably among the most notable art journals in the region, is significant. I believe I counted over 30 published reviews over several years, in addition to published reviews in the Pelican Bomb and Art Defender. It is rare for a studio artist to also possess the ability to engage in art criticism, but Kathy's academic background in both art history and studio art makes her articles insightful and revealing.

I am not familiar with the specific requirements for teaching, university or community service at UNO to date. However, a perusal of Kathy's teaching and service experience in her curriculum vitae would seem to indicate that she has achieved goals at both the undergraduate and graduate levels that would be well beyond any expectations. Her involvement with the Women's Center and the Women's Studies program at UNO, along with her contributions in

many of the sub-categories in the curriculum vitae speaks well of her dedication and involvement with the community and the University as a whole. I am aware of the challenges that have faced the University in recent decades, and I commend Kathy's broad contributions throughout a difficult period for the institution.

Given her excellent and consistent record of scholarly and creative production, and exceptional teaching and service to the University, I am pleased to give Kathy Rodrigues my full and enthusiastic support for tenure and promotion to associate professor, and I hope the committee will give her every consideration. If I can be of any further assistance, please feel free to contact me.

Sincerely,

Doyle Gertjejansen

doylegert@aol.com

504-259-3767

October 2025

Tenure and Promotion Committee

James Roe, Director, School of The Arts

University of New Orleans

Director Roe and distinguished members of the Tenure and Promotion Committee,

It is with great pleasure that I offer you this letter in support of Assistant Professor Kathy Rodriguez's application for tenure and promotion. Having served as a faculty member of the University of New Orleans, Department of Fine Arts for more than three decades, during which I instructed both undergraduate and graduate students, served on dozens of thesis committees, various university committees, and served as department chair for six years while also having maintained an active exhibition career, I am confident that my knowledge and experience of the pedagogical ideals and demonstrative commitment to the administration and prosperity of the future of the University of New Orleans are sufficient to offer an objective evaluation of Kathy Rodriguez's performance as an instructor of studio art and art history, her dedication to the university and the value of her contribution to the continuum of academic excellence and creative scholarship as a permanent faculty member and colleague within the Department of Fine Arts and the School of The Arts.

I met Kathy Rodriguez when she was an undergraduate student, pursuing a B.A. degree in Studio Art at the University of New Orleans. It was once my privilege to serve as her instructor of an Introduction to Printmaking course, and I recognized her most earnest pursuit of and dedication to the study of art immediately. The Fine Arts faculty recognized the unique and exceptional qualities she possessed. There have been many capable and talented art students who have pursued and fulfilled their undergraduate and terminal degree goals at UNO. One of the qualities that made Kathy such an exceptional young artist was her unwavering dedication as a student who clearly embraced the opportunity to learn and evolve as an artist with insightful enthusiasm. Other qualities Ms. Rodriguez possessed in those early, formative years were empathy and generosity. Kathy displayed a kind of gentle willingness to share information with her peers while also remaining

unobtrusive and respectful. Those observations were made twenty years ago, but Kathy Rodriguez's potential for a future as an educator as well as an exhibiting artist were apparent. I am certain that, while her former faculty and the community of artists were suitably impressed, it surprised absolutely no one when Kathy Rodriguez completed both an M.F.A. in Painting and Drawing, while simultaneously completing an M.A. in Art History upon graduation from The University of Montana.

Upon her graduation from The University of Montana, Kathy was invited to serve as an instructor, before returning to the University to New Orleans, first as an adjunct, and then as a full-time instructor, and currently as an Assistant Professor, teaching a variety of studio art and art history courses to both undergraduate and graduate candidates. Further, Ms. Rodriguez has served as MFA Graduate Coordinator and simultaneously served as a graduate advisor and Director of the UNO St. Claude Gallery while maintaining a proficient exhibition schedule of solo exhibitions, group, juried and invitational exhibitions at galleries, art centers and universities in North Dakota, Montana, Texas, California, New York, Florida and Louisiana, along with a career as an art critic in local and regional publications and a developing career as a curator. Despite an already full teaching schedule and her devotion to all aspects of her artistic practices, Ms. Rodriguez has also devoted time and an enthusiastic commitment to working as Director of the UNO Women's Center, organizing mural projects and maintaining her professional development and active membership in professional organizations while additionally performing services, not only to the university but also to the New Orleans community.

As Kathy Rodriguez's curriculum vitae will attest, her work as an artist is at once mindful and meditative, but also provocative and in a persistently engaging state of exploration, evolution and refinement. It has been inspirational to observe not only Ms. Rodriguez's dedication to pursuing and expanding upon her artistic interests and honing the skills and expertise in techniques to satisfy these expanding creative goals, but it has also been immensely gratifying to observe the freedom and remembered generosity of sharing information she exhibited as an undergraduate come to fruition as one of the most respected and admired Fine Arts faculty members. I think it relevant to state that not only does Kathy Rodriguez treat every material, process and technique she acquires as an opportunity to advance and enhance the educational and learning advancement of the students she instructs, but Kathy also manages to impart her personal understanding of the vulnerability and challenges her students occasionally experience as they learn and grow into artists along paths which may be obstructed by both doubt and circumstances. I

have never encountered a more exceptional example of a teacher who is able to maintain professionalism and the necessary objectivity, while also working so judiciously to recognize each of her students as unique individuals for whom the sharing and acknowledgement of the dedicated commitment to a career as a person for whom creative endeavors is a professional pursuit is vital.

It speaks highly of the University of New Orleans and the historic, diverse and complex city it serves that an individual such as Kathy Rodriguez is from the New Orleans area, and she was awarded her first degree in studio art from UNO. It is also significant to note that, upon the completion of her higher and terminal degrees, Kathy returned to the University of New Orleans, and she is now a part of the continuum of education and artistic inspiration for this and future generations of aspiring art students. The Fine Arts Department recognized her potential as a student. I acknowledge and admire her career as an artist and as an exceptional practitioner of pedagogy. I have enjoyed knowing Kathy for many years. She is exactly the person who will continue to be a productive member of this university and whose commitment to community and the prosperity of the creative culture of New Orleans is unquestionable. I offer Kathy Rodriguez my highest recommendation without hesitation or reservations. She is indisputably the heart of the Department of Fine Arts. Please do not hesitate to contact me if I may be of any additional assistance on her behalf.

Respectfully,

Cheryl Hayes, Emeritus Professor (retired)

Department of Fine Arts,

School of The Arts

University of New Orleans

chayes@uno.edu

chayes@joanmitchellfoundation.org

(504) 460-9273



October 5, 2025

Dear Tenure Review committee,

I am writing in support of Assistant Professor Kathy Rodriguez's tenure review.

I was the Chair of her thesis committee at the University of Montana and have continued to follow and collaborate with Kathy since her graduation. In reviewing Assistant Professor Rodriguez's CV and website materials, her documentation demonstrates a tremendous amount of work, both in terms of time and productivity as well as significance and continued dedication to the discipline and as an educator.

Assistant Professor Rodriguez has exhibited her work in twenty exhibitions in the past five years alone. Significant among these are her 5 solo exhibitions. A solo exhibition is the culmination of extensive research in the visual arts signifying countless hours of work and preparation. It also represents a major acknowledgement from the arts community. Solo exhibitions at important venues are extremely difficult to get. They denote a confirmation that the artist has completed a significant body of work of the highest quality to be granted this honor. Most institutions may only present 2-6 solo exhibitions a year, out of often thousands of submissions. Many artists may only get a solo exhibition every few years, so to have solo exhibitions year after year is extraordinary.

She also was in numerous national juried exhibitions. Juried competitions in general are extremely competitive and routinely artists are selected from hundreds of submissions. Arts professionals jury these exhibitions in the same manner that articles are refereed for journals. Most juried exhibitions have between 200-3000 works submitted from around the country, of which only 20-40 may be selected. These juried exhibitions are extremely competitive on the national level and inclusion in these venues represents a major accomplishment.

Additionally, she was included in 14 Invitational exhibitions representing her established credentials within the discipline along with an additional 8 group exhibitions. In total she was part of some 35 exhibitions in the past seven years, which demonstrates a remarkable acknowledgement of her creative research, while also representing a huge commitment in time, energy, and materials.

Assistant Professor Rodriguez also curated two exhibitions in her role as gallery director at the UNO St. Claude Gallery, and had numerous editorial reviews published in the *New Orleans Art Review*.

In conclusion, the research evidenced by Assistant Professor Rodriguez represents a significant achievement and demonstrates an on-going commitment to her creative research and the discipline at large. Her professional rigor is steadily progressing while also balancing the extensive duties aligned with teaching and service. If I can be of any further assistance, please don't hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "James Bailey".

James Bailey

Professor / Head of Printmaking Division & Director of Matrix Press
School of Visual and Media Arts, College of Arts and Media
University of Montana
Fine Arts Building
32 Campus Drive, Missoula, MT 59812
E: James.bailey@umontana.edu

September 27, 2025

Dear Members of the University of New Orleans Retention, Promotion, and Tenure Committee

It is with great enthusiasm that I write this letter of support for Kathy Rodriguez's tenure position in the Department of Fine Arts. I've had the pleasure of working with and getting to know Kathy over the past year. Her commitment to education and the support she provides her students is something I can attest to.

School has always been a source of joy and excitement for me, and a big part of that was due to my teachers. Kathy is an integral part of what makes the University of New Orleans a safe and delightful place to be. She serves as the Director of the Women's Center, providing confidential advice and support as a Title IX advisor. In her role, she has also cultivated a sanctuary for women to seek resources and feel affirmed. I know with certainty that if I need help, she can get me the assistance I need. I'm honored to be a volunteer under her at the Women's Center and to be a part of an intersectional organization that helps women feel seen, heard, and empowered.

Kathy's intense passion for painting and teaching is something that truly inspires me as a student and an artist. I was a mentor under her for the Tolmas Scholarship, and it was the most transformative experience I've had in my academic journey. Her focus on the painting process is heavily reflected in her teaching. Her dedication to helping students grow and flourish as artists creates an atmosphere where students are eager to be there and are supported. I have peers who are pleased to find out they have a course with her and others who have profound appreciation for her presence in the Fine Arts Department.

Kathy Rodriguez has proven countless times over that she deserves a tenured position here at UNO, and I, along with plenty of other students, hope to see her receive it.

Thank you for taking the time to hear about the positive impact of Kathy Rodriguez on this campus.

Sincerely,

Olive Trosclair



October 8, 2025

Tenure Review Committee
Fine Arts

Dear Members of the Tenure Review Committee,

I am pleased to write this letter in strong support of Kathy Rodriguez's tenure review application. I have worked closely with Kathy in my role as Director of the Center for Undergraduate Research and Creativity, and I have had the opportunity to observe her dedication, leadership, and impact on student success firsthand.

Since Spring 2021, Kathy has served as the Fine Arts representative on the Undergraduate Research and Creativity Council. Her contributions to the council have been invaluable, particularly in relation to two annual symposia: *InnovateUNO* and the UL System Academic Summit. These events are essential platforms for students to showcase their research, creative, and scholarly work. Kathy has consistently gone above and beyond to ensure the success of these programs. She has actively encouraged student participation, assisted in the logistics of shipping artwork to off-campus events, and played a key role in preparing the UNO Fine Arts Campus Gallery for the Visual Arts exhibition of *InnovateUNO*. Additionally, she has engaged her departmental colleagues, encouraging them to serve as judges and further support student achievement.

Kathy's involvement in our flagship PURSUE (Tolmas Scholars) program since 2020 highlights her deep commitment to student mentorship beyond the classroom. She has mentored ten undergraduate students through this competitive program, guiding them through intensive research and creative projects. It is clear that the students who have worked under Kathy's mentorship leave UNO with greater confidence, stronger skills, and improved post-graduate opportunities.

Understanding the transformative potential of undergraduate research and creative activities, Kathy has also invited our team to present in her classes, helping to introduce students to on-campus and external opportunities. Her proactive approach ensures that students are aware of and prepared to take advantage of these valuable experiences.

Kathy Rodriguez exemplifies the qualities of an engaged educator, mentor, and advocate for student success. I enthusiastically support her application for tenure and would be happy to provide further information if needed.



THE UNIVERSITY *of*
NEW ORLEANS

OFFICE OF RESEARCH

Sincerely,

Elizabeth “Liz” Sigler, MS
Coordinator of Compliance, Training & Undergraduate Research

August 5, 2025

Tenure Committee

University of New Orleans

Dear Tenure Committee,

I am writing to enthusiastically support Kathy Rodriguez in her pursuit of tenure at the University of New Orleans. In my capacity as the Sexual Assault Projects Specialist for the New Orleans Health Department, I have had the pleasure of working with Professor Rodriguez across a range of community initiatives focused on addressing sexual assault and domestic violence.

Kathy is a consistent and engaged presence in our citywide efforts. She regularly participates in the Sexual Assault and Domestic Violence Action Coalition, as well as the Greater New Orleans Sexual Assault and Domestic Violence Campus Coordinated Community Response meetings. Beyond simply showing up, Kathy is proactive in reaching out to partners, identifying gaps, and offering her expertise to build a more survivor-centered and trauma-informed approach across systems.

She is someone I view as a true partner in this work. She is always thoughtful, collaborative, and deeply committed to improving outcomes for those impacted by gender-based-violence. I genuinely cannot think of a more deserving candidate for tenure. Kathy Rodriguez embodies dedication in everything she does. She works hard, leads with integrity, and is one of the most genuine individuals I have had the privilege to collaborate with.

Please do not hesitate to reach out should you need any additional insight into her contributions to our community. I strongly encourage you to support her tenure application.

Sincerely,

Jordan Pedalino

A handwritten signature in black ink that reads "Jordan Pedalino". The script is fluid and cursive, with the first letter of each word being capitalized and larger than the others.

Sexual Assault Projects Specialist

New Orleans Health Department

504-913-1586

Jordan.pedalino@nola.gov

16 October 2025

External Review Recommendation for Kathy Rodriguez

Based on my evaluation of Kathy Rodriguez's record, I am confident that she exceeds the institutional expectations for promotion from Assistant to Associate Professor with tenure based on excellence in scholarship, teaching, and service to the University of New Orleans. I have known Professor Rodriguez for 20 years since she began her graduate studies at the University of Montana. Although I have not remained in close communication with her, I am familiar with Professor Rodriguez's work as a teacher, artist, and gallery director and more recently director of the Women's Center. In this letter, I will highlight her noteworthy accomplishments that support her promotion to Associate Professor with tenure.

Professor Rodriguez is a painter who uses other materials and processes when her content calls for an expansion beyond the 2-dimensional application of oil. Since completing her M.F.A. *The Extravaganza Awaits*, an installation of painting, sculpture, and performance and her M.A. on Henry Meloy in 2008, Professor Rodriguez has continued to investigate the role of the artist in contemporary society with a special focus on art as a means of healing oneself and one's community. Her creative research is evident in solo and group exhibitions of her artworks, curatorial projects, and written reviews. In recent exhibitions, Kathy has included paintings of nature with a focus on light and color to create soothing moods of nature. In addition, sculptures made of natural materials add 3-dimensional tactility to the visual experience in installations of her work. Kathy's art emerges from her deep engagement in community where conversation and collective involvement nurture her content and artistic decision-making. She is especially accomplished in transforming materials into emotional expressions that resonate with viewers. Messages are sometimes direct as in the text-based artworks created with embroidery, as in her sampler with the words "People Like You are Too Heartbreaking," and are sometimes open-ended as in the abstract multi-media paintings installed in her solo show at the Second Story Gallery in 2023. Writing about her art for this exhibition, Kathy points to the alchemical nature of the process and reception of her paintings and speaks to "sauntering" over the surfaces with intuitive grace. Looking over her extensive summary of participation as an artist, a curator, and a critic of art outlined in her tenure package, I whole-heartedly support Kathy's promotion and tenure based on her outstanding creative research.

In addition to her creative practice focused on individual and collective healing, Professor Rodriguez has contributed to the teaching goals of the institution by providing

art history and studio classes for both undergraduate and graduate students. Her graduate degrees in both studio and art history support a curious, flexible understanding of how art functions in the contemporary realm. In both introductory and specialized courses, Professor Rodriguez has shared content and modeled life skills for her students. Her mentoring of graduate students as chair or member of thesis committees is commendable. As evidence of her dedication to student success, Professor Rodriguez has a long list of graduate students who have worked with her on their final theses. She also received official recognition in 2023 with the university's Engagement Award.

Service is certainly a critical component to the contributions Professor Rodriguez makes to the institution and to the community. At the foundation of this effort is her commitment to counseling and mentoring outside of the classroom. As the director of the Women's Center on campus, Kathy is a collaborative partner facilitating the educational, professional, and personal growth of students who visit the center. In her role as director, Kathy manages personnel, meets individually with students, writes reports, fundraises, and advocates for the goals of the center. Professor Rodriguez has served as a faculty liaison, a moderator, a judge, a volunteer and importantly as a collaborator to bring about the installation of murals by Afro-Mexican artists at the university's International Center. It seems that Professor Rodriguez is willing to help when asked. Every school needs someone like that!

It was a joy to read through Professor Rodriguez's review materials. I was deeply impressed with the depth of her creative research, the wide scope of her teaching, and the intensity of her service. I was absorbed by the artworks that have appeared in so many venues since beginning her professional career at the University of New Orleans. Her critical writing about her own work and the work of others is engaging. I strongly support Professor Rodriguez's promotion to Associate Professor with tenure at the University of New Orleans. She is truly an asset to the university. If I can contribute any further to Kathy's advancement, please contact me at Valerie.hedquist@umontana.edu or call my private cell at 319-541-7585.

Sincerely,

valerie hedquist

Valerie Hedquist
DIRECTOR, PROFESSOR
SCHOOL OF VISUAL AND MEDIA ART

Fine arts 303 | Missoula, Montana
valerie.hedquist@umontana.edu

UNIVERSITY OF MONTANA



October 23, 2025

Tenure Review Committee
The University of New Orleans

Dear Members of the Tenure Review Committee,

We, Professor Emerita Cathryn Mallory and Professor Emerita Bobby Tilton Cone, are writing this letter in full support of Assistant Professor Kathy Rodriguez for tenure at The University of New Orleans.

During her tenure at the University of Montana Kathy Rodriguez was a quiet powerhouse double majoring in studio painting and drawing, and art history. She also taught studio and art history/criticism courses in addition to working at the Gallery of Visual Arts. Kathy consistently received excellent reviews on her student evaluations. Her impressive thesis exhibition was an ambitious installation combining painting, installation and performance. Her art history thesis research centered on the influential Montana artist Henry Meloy.

When Kathy Rodriguez returned to her beloved city of New Orleans she left a large vacancy at the University of Montana and the Missoula community. As evident in her resume, she has continued to excel in teaching, research and studio practice, and community service. Assistant Professor Kathy Rodriguez is an intellectual with a wry sensibility, strong work ethic, and always brings a new perspective to academic dialogue and community engagement. She has proven to be a valuable asset to The University of New Orleans and we strongly advise the committee to grant Assistant Professor Kathy Rodriguez tenure.

Respectfully,

Professor Emerita Cathryn Mallory
Professor Emerita Bobby Tilton Cone
Former Co-Chairs, School of Art
The University of Montana
Missoula, MT. 59812



To: RPT committees, Fine Arts Department
and COLAEHD

Re: Tenure and promotion recommendation

Date: October 19, 2025

Dear colleagues:

I am writing in support of Kathy Rodriguez's candidacy for promotion to associate professor with tenure. As a colleague in COLAEHD/COLA and a member of the Women's and Gender Studies faculty, I have had ample opportunity to witness Kathy's dedicated service to the College and the University.

I first met Kathy when we served on the College of Liberal Arts Courses and Curricula Committee in 2019. The work of this committee, which I have served on multiple times as well as chaired, is truly central to a university's mission. During the time Kathy and I served together, she diligently considered the course proposals, course changes, and curricular revisions sent to the Committee for review. Working in collaboration with members from other departments, she contributed significantly to our rigorous but fair, collegial review of changes to curricula that, in modifying the content of programs in the College, affect the education and futures of our students. Serving on this committee is time-consuming, and learning its work also takes some time. Kathy attended all meetings, having put in the several hours work of preparation for them and displaying fine judgment during our deliberations.

Last year, Kathy took over as director of the Women's Center, which is a central resource for women on UNO's campus. The director takes the lead and guides the Center's many diverse initiatives. For instance, the Center offers a number of scholarships annually, all of which have separate eligibility criteria; it falls to the director not only to supervise the committee's review of applications but, first and foremost, to get the word out to faculty and students about the scholarships, the review timeframe, and the various criteria. This usually occurs at a particularly busy time in the spring semester. In addition, the director organizes participation in events such as Take Back the Night, maintains the Center budget, and serves as the Center advocate with upper administration, to name only a few of the other functions. Through emails and meetings, Kathy has maintained consistent and thorough communication with the Women's and Gender Studies faculty, who provide a vital link to the students, about all Center matters, displaying the utmost commitment and professionalism. She has also organized several faculty talks, which both energize the university community and raise the profile of the Center. Whereas the director

position was formerly a full-time appointment, Kathy and her recent predecessor have succeeded in maintaining the most vital services of this unit in spite of receiving very little support. In my view, nothing better attests to Kathy's full commitment to UNO and to the health of its community.

Finally, a glance at Kathy's cv provides a fuller view of her extensive service, creative productivity, and teaching accomplishments. Since promotion to a tenure line in 2019, she has served as graduate coordinator for studio art and directed the UNO Fine Arts Gallery. Before this, she directed the St. Claude Gallery for seven years (2011-2018). Her efforts in all of these areas, combined with her work for the Women's Center, demonstrated her capacity for leadership and her dedication to the arts, the New Orleans community, and UNO. Adding her teaching to this considerable level of service would appear to leave little time for creative and critical productivity, yet her record shows a continuing stream of exhibits and published essays.

Kathy Rodriguez is a valuable colleague, and I fully endorse her bid for promotion and tenure.

Very sincerely yours,

A handwritten signature in dark ink, appearing to be 'N. Easterlin', with a long horizontal flourish extending to the right.


Nancy Easterlin
Research Professor of English and Professor
Of Women's and Gender Studies,
University of New Orleans
neasterl@uno.edu

A Evaluation Details

Process	2021 - 2022 Annual Evaluation of Regular faculty (no departmental committee)
Title	Chair Evaluation
Type	Annual Evaluation
Author	Charles Taylor
Faculty	Kathryn Rodriguez
Description	
Submitted	June 15, 2022 2:15PM

B Evaluation Documents

Locked Documents

Faculty Member	Form	Start Semester	End Semester	Locked Time	View
Rodriguez, Kathryn L	Faculty Activity Vita	Summer 2021	Spring 2022	June 15 2022 14:15:47	

Annual Evaluation of Regular Faculty



The University of Louisiana System mandates continuing review of faculty ranks in Policy Number FS-III.X.D-1. That directs that on each of its campuses “all faculty members should be evaluated at least annually by the department chair/head, with a review by the dean.”

At the completion of faculty activity input and the uploading of student evaluation of courses for the academic year, the departmental chairs will evaluate all regular faculty using the form below.

The chair must also upload the departmental rubric which is required by the process as approved by the Faculty Senate.

C Teaching #1 All required elements of teaching effort as specified in the UNO Employee Handbook are addressed appropriately, and course syllabi for all classes meet university standards, and reflect clear, organized content at a level appropriate for the type of course and level of student.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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D Teaching #2 - Course evaluations reflect a high degree of student satisfaction based on quantitative evaluations of teaching effectiveness and qualitative comments supporting the faculty member's ability to engage students and supporting the faculty member's availability to students.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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E Teaching #3 - There is a clear record of process and evaluation of student learning outcomes for courses taught – there are well-defined and appropriate student learning outcomes, they are addressed in course content, they are assessed adequately through assignments or exams

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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F Teaching #4 - Peer review of teaching, as scheduled and executed by the department, reflects a strong commitment by the faculty to self-evaluation and continuous improvement

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	Not Applicable
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G Teaching #5 - Additional merit may be cited for Faculty members who have provided additional evidence of quality teaching such as teaching awards or summary of major improvements in teaching over past year. Faculty member may have made other major contributions to the department's teaching mission (e.g., prepared a new course, made a major revision to the curriculum, taken on extra teaching duties due to faculty leave/sabbatical, attempted innovation in teaching including incorporating new technology, incorporated service learning)

! Faculty should be rated on a scale of 3 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations)

Ratings Level	Not Applicable
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H Overall Rating for Teaching

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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I Scholarly/Creative Work #1 - Record of scholarly publications and/or creative works over past three years is continuous and demonstrates a level of achievement in the conduct of research/creativity appropriate to the stage of career of the faculty member. Although peer-reviewed publications/venues are weighted most heavily, substantial research contributions often appear in other outlets. In such cases, an explanation of the nature and value of the contribution should be submitted.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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J Scholarly/Creative Work #2 - Record of scholarly/creative work over the past three years demonstrates substantial quality and impact in the formulation and dissemination of knowledge or creative work

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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K Scholarly/Creative Work #3 - Record of externally funded scholarly/creative work and submitted grant applications over the past three years demonstrates the faculty's level of achievement in the conduct of research/creative activity appropriate to the stage of career of the faculty member.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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L Scholarly/Creative Work #4 - Additional merit may be cited for a faculty member who has provided other evidence for the quality of scholarly/creative work and/or reputation in the field over the past three years. This can include research/creativity awards and other recognitions for scholarly/creative achievement.

! Faculty should be rated on a scale of 3 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations)

Ratings Level	Not Applicable
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M Overall Rating for Scholarly/Creative Work

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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N Service #1 - Faculty member has served the university in a variety of roles of executive leadership and committee service at the department, college, and university levels

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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O Service #2 - Faculty member has served the profession or discipline in significant ways over the past year.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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P Service #3 - Faculty member has provided significant service to the community in a professional capacity over the past year, such as being a consultant to a local, state, or federal agency; presenting to community groups; serving on the board of directors of community organizations; or being an adjunct faculty member to other universities

! Faculty should be rated on a scale of 3 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations)

Ratings Level	Not Applicable
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Q Overall Rating for Service

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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R Overall Rating - Consistent with the assigned duties of the faculty member, the overall rating of this faculty is:

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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S Attachments

A Evaluation Details

Process	2022 - 2023 Annual Evaluation of Regular Faculty (no departmental committee)
Title	Chair Evaluation
Type	Annual Evaluation
Author	Charles Taylor
Faculty	Kathryn Rodriguez
Description	
Submitted	June 27, 2023 3:45PM

B Evaluation Documents

Locked Documents

Faculty Member	Form	Start Semester	End Semester	Locked Time	View
Rodriguez, Kathryn L	Faculty Activity Vita	Summer 2022	Spring 2023	June 27 2023 15:46:02	

Annual Evaluation of Regular Faculty



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At the completion of faculty activity input and the uploading of student evaluation of courses for the academic year, the departmental chairs will evaluate all regular faculty using the form below.

The chair must also upload the departmental rubric which is required by the process as approved by the Faculty Senate.

C Teaching #1 All required elements of teaching effort as specified in the UNO Employee Handbook are addressed appropriately, and course syllabi for all classes meet university standards, and reflect clear, organized content at a level appropriate for the type of course and level of student.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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D Teaching #2 - Course evaluations reflect a high degree of student satisfaction based on quantitative evaluations of teaching effectiveness and qualitative comments supporting the faculty member's ability to engage students and supporting the faculty member's availability to students.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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E Teaching #3 - There is a clear record of process and evaluation of student learning outcomes for courses taught – there are well-defined and appropriate student learning outcomes, they are addressed in course content, they are assessed adequately through assignments or exams

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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F Teaching #4 - Peer review of teaching, as scheduled and executed by the department, reflects a strong commitment by the faculty to self-evaluation and continuous improvement

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	Not Applicable
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G Teaching #5 - Additional merit may be cited for Faculty members who have provided additional evidence of quality teaching such as teaching awards or summary of major improvements in teaching over past year. Faculty member may have made other major contributions to the department's teaching mission (e.g., prepared a new course, made a major revision to the curriculum, taken on extra teaching duties due to faculty leave/sabbatical, attempted innovation in teaching including incorporating new technology, incorporated service learning)

! Faculty should be rated on a scale of 3 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations)

Ratings Level	
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H Overall Rating for Teaching

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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I Scholarly/Creative Work #1 - Record of scholarly publications and/or creative works over past three years is continuous and demonstrates a level of achievement in the conduct of research/creativity appropriate to the stage of career of the faculty member. Although peer-reviewed publications/venues are weighted most heavily, substantial research contributions often appear in other outlets. In such cases, an explanation of the nature and value of the contribution should be submitted.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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J Scholarly/Creative Work #2 - Record of scholarly/creative work over the past three years demonstrates substantial quality and impact in the formulation and dissemination of knowledge or creative work

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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K Scholarly/Creative Work #3 - Record of externally funded scholarly/creative work and submitted grant applications over the past three years demonstrates the faculty's level of achievement in the conduct of research/creative activity appropriate to the stage of career of the faculty member.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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L Scholarly/Creative Work #4 - Additional merit may be cited for a faculty member who has provided other evidence for the quality of scholarly/creative work and/or reputation in the field over the past three years. This can include research/creativity awards and other recognitions for scholarly/creative achievement.

! Faculty should be rated on a scale of 3 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations)

Ratings Level	
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M Overall Rating for Scholarly/Creative Work

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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N Service #1 - Faculty member has served the university in a variety of roles of executive leadership and committee service at the department, college, and university levels

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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O Service #2 - Faculty member has served the profession or discipline in significant ways over the past year.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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P Service #3 - Faculty member has provided significant service to the community in a professional capacity over the past year, such as being a consultant to a local, state, or federal agency; presenting to community groups; serving on the board of directors of community organizations; or being an adjunct faculty member to other universities

! Faculty should be rated on a scale of 3 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations)

Ratings Level	3 - Clearly exceeds expectations
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Q Overall Rating for Service

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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R Overall Rating - Consistent with the assigned duties of the faculty member, the overall rating of this faculty is:

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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S Attachments

A Evaluation Details

Process	2023 - 2024 Annual Evaluation of Regular Faculty (no departmental committee)
Title	Chair Evaluation
Type	Annual Evaluation
Author	Charles Taylor
Faculty	Kathryn Rodriguez
Description	
Submitted	June 17, 2024 3:20PM

B Evaluation Documents

Locked Documents

Faculty Member	Form	Start Semester	End Semester	Locked Time	View
Rodriguez, Kathryn L	Faculty Activity Vita	Summer 2023	Spring 2024	June 17 2024 15:20:10	

Annual Evaluation of Regular Faculty



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The chair must also upload the departmental rubric which is required by the process as approved by the Faculty Senate.

C Teaching #1 All required elements of teaching effort as specified in the UNO Employee Handbook are addressed appropriately, and course syllabi for all classes meet university standards, and reflect clear, organized content at a level appropriate for the type of course and level of student.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level 3 - Clearly exceeds expectations

D Teaching #2 - Course evaluations reflect a high degree of student satisfaction based on quantitative evaluations of teaching effectiveness and qualitative comments supporting the faculty member's ability to engage students and supporting the faculty member's availability to students.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level 2 - Meets expectations

E Teaching #3 - There is a clear record of process and evaluation of student learning outcomes for courses taught – there are well-defined and appropriate student learning outcomes, they are addressed in course content, they are assessed adequately through assignments or exams

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level 2 - Meets expectations

F Teaching #4 - Peer review of teaching, as scheduled and executed by the department, reflects a strong commitment by the faculty to self-evaluation and continuous improvement

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level Not Applicable

G Teaching #5 - Additional merit may be cited for Faculty members who have provided additional evidence of quality teaching such as teaching awards or summary of major improvements in teaching over past year. Faculty member may have made other major contributions to the department's teaching mission (e.g., prepared a new course, made a major revision to the curriculum, taken on extra teaching duties due to faculty leave/sabbatical, attempted innovation in teaching including incorporating new technology, incorporated service learning)

! Faculty should be rated on a scale of 3 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations)

Ratings Level 3 - Clearly exceeds expectations

H Overall Rating for Teaching

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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I Scholarly/Creative Work #1 - Record of scholarly publications and/or creative works over past three years is continuous and demonstrates a level of achievement in the conduct of research/creativity appropriate to the stage of career of the faculty member. Although peer-reviewed publications/venues are weighted most heavily, substantial research contributions often appear in other outlets. In such cases, an explanation of the nature and value of the contribution should be submitted.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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J Scholarly/Creative Work #2 - Record of scholarly/creative work over the past three years demonstrates substantial quality and impact in the formulation and dissemination of knowledge or creative work

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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K Scholarly/Creative Work #3 - Record of externally funded scholarly/creative work and submitted grant applications over the past three years demonstrates the faculty's level of achievement in the conduct of research/creative activity appropriate to the stage of career of the faculty member.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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L Scholarly/Creative Work #4 - Additional merit may be cited for a faculty member who has provided other evidence for the quality of scholarly/creative work and/or reputation in the field over the past three years. This can include research/creativity awards and other recognitions for scholarly/creative achievement.

! Faculty should be rated on a scale of 3 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations)

Ratings Level	Not Applicable
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M Overall Rating for Scholarly/Creative Work

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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N Service #1 - Faculty member has served the university in a variety of roles of executive leadership and committee service at the department, college, and university levels

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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O Service #2 - Faculty member has served the profession or discipline in significant ways over the past year.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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P Service #3 - Faculty member has provided significant service to the community in a professional capacity over the past year, such as being a consultant to a local, state, or federal agency; presenting to community groups; serving on the board of directors of community organizations; or being an adjunct faculty member to other universities

! Faculty should be rated on a scale of 3 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations)

Ratings Level	Not Applicable
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Q Overall Rating for Service

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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R Overall Rating - Consistent with the assigned duties of the faculty member, the overall rating of this faculty is:

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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S Attachments

A Evaluation Details

Process	2024 - 2025 Annual Evaluation of Regular Faculty (no departmental committee)
Title	Chair Evaluation
Type	Annual Evaluation
Author	Charles Taylor
Faculty	Kathryn Rodriguez
Description	
Submitted	June 29, 2025 9:54PM

B Evaluation Documents

Locked Documents

Faculty Member	Form	Start Semester	End Semester	Locked Time	View
Rodriguez, Kathryn L	Faculty Activity Vita	Summer 2024	Spring 2025	June 29 2025 21:54:37	

Annual Evaluation of Regular Faculty



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! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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D Teaching #2 - Course evaluations reflect a high degree of student satisfaction based on quantitative evaluations of teaching effectiveness and qualitative comments supporting the faculty member's ability to engage students and supporting the faculty member's availability to students.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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E Teaching #3 - There is a clear record of process and evaluation of student learning outcomes for courses taught – there are well-defined and appropriate student learning outcomes, they are addressed in course content, they are assessed adequately through assignments or exams

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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F Teaching #4 - Peer review of teaching, as scheduled and executed by the department, reflects a strong commitment by the faculty to self-evaluation and continuous improvement

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	Not Applicable
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G Teaching #5 - Additional merit may be cited for Faculty members who have provided additional evidence of quality teaching such as teaching awards or summary of major improvements in teaching over past year. Faculty member may have made other major contributions to the department's teaching mission (e.g., prepared a new course, made a major revision to the curriculum, taken on extra teaching duties due to faculty leave/sabbatical, attempted innovation in teaching including incorporating new technology, incorporated service learning)

! Faculty should be rated on a scale of 3 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations)

Ratings Level	Not Applicable
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H Overall Rating for Teaching

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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I Scholarly/Creative Work #1 - Record of scholarly publications and/or creative works over past three years is continuous and demonstrates a level of achievement in the conduct of research/creativity appropriate to the stage of career of the faculty member. Although peer-reviewed publications/venues are weighted most heavily, substantial research contributions often appear in other outlets. In such cases, an explanation of the nature and value of the contribution should be submitted.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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J Scholarly/Creative Work #2 - Record of scholarly/creative work over the past three years demonstrates substantial quality and impact in the formulation and dissemination of knowledge or creative work

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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K Scholarly/Creative Work #3 - Record of externally funded scholarly/creative work and submitted grant applications over the past three years demonstrates the faculty's level of achievement in the conduct of research/creative activity appropriate to the stage of career of the faculty member.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	2 - Meets expectations
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L Scholarly/Creative Work #4 - Additional merit may be cited for a faculty member who has provided other evidence for the quality of scholarly/creative work and/or reputation in the field over the past three years. This can include research/creativity awards and other recognitions for scholarly/creative achievement.

! Faculty should be rated on a scale of 3 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations)

Ratings Level	Not Applicable
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M Overall Rating for Scholarly/Creative Work

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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N Service #1 - Faculty member has served the university in a variety of roles of executive leadership and committee service at the department, college, and university levels

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	4 - Exceptional
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O Service #2 - Faculty member has served the profession or discipline in significant ways over the past year.

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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P Service #3 - Faculty member has provided significant service to the community in a professional capacity over the past year, such as being a consultant to a local, state, or federal agency; presenting to community groups; serving on the board of directors of community organizations; or being an adjunct faculty member to other universities

! Faculty should be rated on a scale of 3 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations)

Ratings Level	Not Applicable
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Q Overall Rating for Service

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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R Overall Rating - Consistent with the assigned duties of the faculty member, the overall rating of this faculty is:

! Faculty should be rated on a scale of 0 to 4 (4 - Exceptional, 3 - Clearly exceeds expectations, 2 - Meets expectations, 1 - Does not meet expectations, 0 - Unsatisfactory)

Ratings Level	3 - Clearly exceeds expectations
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S Attachments