



Magnolia Public Schools

Nominating/Governance Committee Meeting

Date and Time

Thursday May 19, 2022 at 5:30 PM PDT

Location

<https://zoom.us/j/98382187391?pwd=Ly9ZYmpmdzZYQ2RjK1YxWmxnQmVyZz09>

Meeting ID: 983 8218 7391 **Passcode:** 914164

One tap mobile: +16699009128,,98382187391# US (San Jose)

All members of the public can participate by calling in using the numbers provided above.

In compliance with the Americans with Disabilities Act (ADA) and upon request, Magnolia Public Schools may furnish reasonable auxiliary aids and services to qualified individuals with disabilities. Members of the public who need special accommodations or translation are strongly encouraged to contact Magnolia Public Schools at least 24 hours in advance of the Board meeting so assistance can be assured.

Any public records relating to an agenda item for an open session which are distributed to all, or a majority of all, of the Board Members shall be available for public inspection. Magnolia Public Schools values public comment during Board meetings. Pursuant to AB 361 members of the public may address the Board during the Public Comment period on the day of the board meeting without the need to complete a public speaker form. We limit individual speakers to three (3) minutes and speakers with interpreters to six (6) minutes. For any questions regarding this meeting email board@magnoliapublicschools.org or call 213-628-3634.

Nominating/Governance Committee Members:

Dr. Umit Yapanel, Chair

Ms. Sandra Covarrubias

Dr. Salih Dikbas (alternate)

CEO and Superintendent:

Mr. Alfredo Rubalcava

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:30 PM
Opening Items			
A. Call the Meeting to Order			1 m
B. Record Attendance and Guests			1 m
C. Approval of Agenda	Vote		1 m
D. Public Comments			5 m
E. Announcements from CEO & Superintendent and Committee Members			3 m
F. Approval of Minutes from MPS Nominating/Governance Committee Meeting - March 17, 2022	Approve Minutes		1 m
II. Recommended Action Items			5:42 PM
A. Discussion and Committee Recommendations of MPS Board Member Nominations	Vote	U.Yapanel	30 m
III. Closing Items			6:12 PM
A. Adjourn Meeting			1 m

Coversheet

Approval of Minutes from MPS Nominating/Governance Committee Meeting - March 17, 2022

Section: I. Opening Items
Item: F. Approval of Minutes from MPS Nominating/Governance Committee Meeting - March 17, 2022
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Nominating/Governance Committee Meeting on March 17, 2022

APPROVED



Magnolia Public Schools

Minutes

Nominating/Governance Committee Meeting

Date and Time

Thu Mar 17, 2022 at 8:00 PM

Location

<https://zoom.us/j/98382187391?pwd=Ly9ZYmpmdzZYQ2RjK1YxWmxnQmVyZz09>

Meeting ID: 983 8218 7391 **Passcode:** 914164

One tap mobile: +16699009128,,98382187391# US (San Jose)

Nominating/Governance Committee Members:

Dr. Umit Yapanel, Chair

Ms. Sandra Covarrubias

Dr. Salih Dikbas (alternate)

CEO and Superintendent:

Mr. Alfredo Rubalcava

Committee Members Present

S. Covarrubias (remote), U. Yapanel (remote)

Committee Members Absent

None

I. Opening Items**A. Call the Meeting to Order**

U. Yapanel called a meeting of the Nominating/Governance Committee of Magnolia Public Schools to order on Thursday Mar 17, 2022 at 8:02 PM.

B. Record Attendance and Guests

Refer to attendance information recorded above.

C.

Approval of Agenda

U. Yapanel made a motion to approve the agenda as presented.
S. Covarrubias seconded the motion.
The committee **VOTED** unanimously to approve the motion.

Roll Call

S. Covarrubias Aye
U. Yapanel Aye

D. Public Comments

No public comments were made at this time.

E. Announcements from CEO & Superintendent and Committee Members

No announcements were made from the CEO & Superintendent and Committee Members.

F. Approval of Minutes from MPS Nominating/Governance Committee Meeting - February 8, 2022

S. Covarrubias made a motion to approve the minutes from Nominating/Governance Committee Meeting on 02-08-22.
U. Yapanel seconded the motion.
The committee **VOTED** unanimously to approve the motion.

Roll Call

U. Yapanel Aye
S. Covarrubias Aye

II. Recommended Action Items

A. Approval of Magnolia Public Schools 2022-23 Board of Directors Handbook

A.Rubalcava, CEO & Superintendent, added that the creation of the first MPS Board of Directors Handbook was in fruition back in 2019. Due to the pandemic, priorities for all staff shifted and the execution for the Handbook came to a halt. With staff role changes in addition to a new Executive Assistant & Board Secretary, it was picked up again to fully execute. J.Lara, Executive Assistant & Board Secretary, described what the MPS Board of Directors Handbook contained following recommendations that was brought forth from the Committee since the last discussion in November 2021. Along with changes from the Board approved and amended MPS Bylaws. The document is "livable" and would be revisited on a yearly basis or when the Committee deems to be appropriate to revisit for immediate changes. The Handbook contains information of the organization including history, staff bios, board member bios, MPS Committee's information, roles and expectations of Board Members, recruitment and sample Board documents such as agendas and calendar of meetings. Committee Members remarked their appreciation to get this fully executed.

S. Covarrubias made a motion to recommend approval to the Board of Directors to adopt the 2022-23 Board of Directors Handbook.

U. Yapanel seconded the motion.

The committee **VOTED** unanimously to approve the motion.

Roll Call

U. Yapanel Aye
S. Covarrubias Aye

III. Closing Items

A.

Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:22 PM.

Respectfully Submitted,
U. Yapanel

Coversheet

Discussion and Committee Recommendations of MPS Board Member Nominations

Section:	II. Recommended Action Items
Item: Nominations	A. Discussion and Committee Recommendations of MPS Board Member
Purpose:	Vote
Submitted by:	
Related Material:	Daniel Sheehan.pdf Esra Eldem.pdf



Board Candidate Evaluation Form

DATE 05/17/22

CANDIDATE NAME Dan Sheehan

EVALUATOR NAME(S) Umit Yapanel

RELEVANT EXPERTISE

Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Have they had enough experience within their field to make meaningful contributions? And are they willing to share their expertise as a board member?

Please check only the two most relevant areas of expertise:

- Strategic Planning
- Senior Management & Leadership
- Accounting/Finance
- Fundraising
- Legal
- Marketing/PR
- Governance
- Facilities/Real Estate
- Education
- Community Representation/Organizing
- Other

Definitely Reject	Probably Reject	Unsure	Probably Invite	Definitely Invite
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



TEAMWORK

Will they be:

- a good team member?
- open to hearing others’ opinions and perspectives?
- sensitive to group dynamics?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
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COMMITMENT

Is the candidate willing to devote her/his full energy and talent to the board?
 Is their understanding of their responsibilities as a board member aligned with our expectations?
 Do they have the time necessary to be an active board member?
 Even in the face of organizational challenges and difficulties, will the candidate remain committed to the organization?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
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PHILOSOPHICAL ALIGNMENT

Does the candidate believe in the mission and purpose of both our organization and the charter school movement?
 Will they make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
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TOTAL SCORE {OUT OF 20} 17

OVERALL IMPRESSIONS

I interviewed Mr Sheehan for about 45 minutes on the aspects of philosophical alignment, his commitment, and his educational experience. Mr Sheehan iterated that he is committed and had experience in fundraising, education and to some extend legal aspects of charter school operations. The board could use his skills in especially in fundraising and grants where we are lacking behind as compared to similar CMOs. Her education in legal could prove valuable to serve the board. In the past he worked with similar populations we serve as a science teacher in a traditional public school setting and this should also bring in a different aspect and contribute to the overall skillset of the board. I was just not sure if he is able to allocate enough time to the commitment due to his busy schedule at work and (about to become busy) schedule at home with a new baby on the way. Moreover, as he did not serve at a charter school before, I also was not sure if he fully understands the charter movement and the fragile balances we have to observe in our operations.



Board Candidate Evaluation Form

DATE: May 16, 2022

CANDIDATE NAME: Daniel Sheehan

EVALUATOR NAME(S): Sandra Covarrubias

RELEVANT EXPERTISE

Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Have they had enough experience within their field to make meaningful contributions? And are they willing to share their expertise as a board member?

Please check only the two most relevant areas of expertise:

- Strategic Planning
- Senior Management & Leadership
- Accounting/Finance
- Fundraising
- Legal
- Marketing/PR
- Governance
- Facilities/Real Estate
- Education
- Community Representation/Organizing
- Other

Definitely Reject	Probably Reject	Unsure	Probably Invite	Definitely Invite
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



TEAMWORK

Will they be:

- a good team member?
- open to hearing others' opinions and perspectives?
- sensitive to group dynamics?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 <input checked="" type="checkbox"/>
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COMMITMENT

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 Is their understanding of their responsibilities as a board member aligned with our expectations?
 Do they have the time necessary to be an active board member?
 Even in the face of organizational challenges and difficulties, will the candidate remain committed to the organization?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 <input checked="" type="checkbox"/>
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PHILOSOPHICAL ALIGNMENT

Does the candidate believe in the mission and purpose of both our organization and the charter school movement?
 Will they make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 <input checked="" type="checkbox"/>
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TOTAL SCORE {OUT OF 20}: 20.

OVERALL IMPRESSIONS

Mr. Sheehan has an impressive resume. He is an expert in education and law, making him a strong candidate for our MPS board. He has experience in networking and has many connections to help bring different programs to our schools. He understands our mission & the needs of our students to succeed, and is eager to serve on the board to help make this possible. He is committed to making the time to devote himself to the board to help our schools succeed. He has taught in underserved communities and understands students' needs to help shape "the whole child". Has expertise in law and can help advise in legal matters the schools might have.

DANIEL SHEEHAN

305 Cherry Drive, Pasadena, CA 91105 • (650) 906-6645 • danielsheehan@gmail.com

EDUCATION**YALE LAW SCHOOL**, New Haven, CT

J.D., 2016

Activities: Submissions Editor, *Yale Journal of Law & Technology* and Editor, *Yale Journal of International Law*
 Co-President, Project on Law and Education at Yale and Yale Law Democrats
 Office of the Mayor of Detroit, Policy Fellow (focus on education policy)
 Research Assistant, Professor David Schleicher (focus on local government law)
 Teaching Assistant, CPSC 183: Law, Technology, & Culture

Supervised Analytic Writing paper published as *Disparate Impact Liability Under the Fair Housing Act After Inclusive Communities*, 25 J. AFFORDABLE HOUSING & COMMUNITY DEV. L. 391 (2017)

STANFORD UNIVERSITY, Stanford, CA

B.A., History and Political Science, 2009

EXPERIENCE**HUESTON HENNIGAN LLP**, Los Angeles, CA

2018—Present

Associate. Represent individual and corporate clients in complex civil and criminal litigation. Served as lead drafter for answering brief in Ninth Circuit appeal, briefing on multiple dispositive and discovery motions, and multiple complaints. Argued dispositive and discovery motions. Served as member of jury trial team, including leading preparation for client CEO's direct examination and arguing evidentiary motions. Have taken and defended several fact and expert witness depositions and prepared multiple witnesses. Handled negotiations with the SEC, FTC, and U.S. Attorney's Office.

HON. SIDNEY R. THOMAS, U.S. Court of Appeals for the Ninth Circuit, Billings, MT

2017—2018

Law Clerk. Assisted federal appellate court judge with preparation for oral arguments, drafting opinions, *en banc* proceedings, and ad hoc projects. Areas of focus included administrative law, environmental law, and criminal law.

OFFICE OF THE LOS ANGELES CITY ATTORNEY, Los Angeles, CA

2016—2017

Yale Public Interest Fellow. Assisted Affirmative Litigation Team with consumer protection suits under California's Unfair Competition Law. Wrote memoranda evaluating claims, and drafted complaints, against payday lenders, pharmaceutical companies, gun manufacturers, debt collectors, and major energy companies.

SPERLING ECONOMIC STRATEGIES, Santa Monica, CA (Remote work)

2014—2017

Consultant. Conducted research and wrote memoranda and briefings for Gene Sperling, former Director of the National Economic Council under Presidents Bill Clinton and Barack Obama. Assisted with speech preparation. Developed reports on policy issues for private sector clients, including large technology companies and financial institutions.

THE WHITE HOUSE – NATIONAL ECONOMIC COUNCIL, Washington, DC

Summer 2014

Summer Intern. Conducted legal and policy research on education and job training. Wrote legal and policy memoranda for Deputy Director of the National Economic Council and other staff on non-compete clauses, IRS rulemaking, and pending legislation. Drafted sections of the Vice President's 180-day *Ready to Work* report on job-driven training.

FACEBOOK, Menlo Park, CA

2012—2013

Risk Analyst. Analyzed data to detect financial fraud on Facebook. Interfaced with credit card companies on fraud compliance issues, including developing and presenting analysis that allowed Facebook to avoid substantial fines.

TEACH FOR AMERICA, Francis Marion High School, Marion, AL

2010—2012

7th and 8th Grade Science Teacher. Raised passing rate on standardized Alabama Science Assessment from 31 percent to 70 percent in my first year; passing rate was the highest in school history. Increased percentage of students exceeding content standards on the assessment from under 3 percent to over 26 percent during the two years I taught. Founded robotics team that competed at regional and statewide competitions. Served as assistant coach of the baseball team.



Board Candidate Evaluation Form

DATE: May 16, 2022

CANDIDATE NAME: Esra Eldem

EVALUATOR NAME(S): Sandra Covarrubias

RELEVANT EXPERTISE

Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Have they had enough experience within their field to make meaningful contributions? And are they willing to share their expertise as a board member?

Please check only the two most relevant areas of expertise:

Strategic Planning

- Senior Management & Leadership
- Accounting/Finance
- Fundraising
- Legal
- Marketing/PR
- Governance
- Facilities/Real Estate
- Education
- Community Representation/Organizing
- Other

Definitely Reject	Probably Reject	Unsure	Probably Invite	Definitely Invite
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>



TEAMWORK

Will they be:

- a good team member?
- open to hearing others' opinions and perspectives?
- sensitive to group dynamics?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
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COMMITMENT

Is the candidate willing to devote her/his full energy and talent to the board?
 Is their understanding of their responsibilities as a board member aligned with our expectations?
 Do they have the time necessary to be an active board member?
 Even in the face of organizational challenges and difficulties, will the candidate remain committed to the organization?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
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PHILOSOPHICAL ALIGNMENT

Does the candidate believe in the mission and purpose of both our organization and the charter school movement?
 Will they make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 <input checked="" type="checkbox"/>
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TOTAL SCORE {OUT OF 20}: 17

OVERALL IMPRESSIONS

Ms. Eldem has an impressive resume. She is an expert in education making her a strong candidate for our MPS board. She understands our mission and is eager to help our students achieve their goals. She comes from and services in underserved communities so understands our students' needs and what it takes for their success. She understands the concept of helping shape "the whole child". My only concerns I do have are, the time she has to devote to our mission and the relationship she might have with some board members. I understand she is still in school and is unsure of the time that is required of her to serve on the board effectively. She expressed she wanted to know more about it. My other concern is the relationship she might have with some board members due to making biased decisions.



Board Candidate Evaluation Form

DATE 05/17/22

CANDIDATE NAME Esra Eldem

EVALUATOR NAME(S) Umit Yapanel

RELEVANT EXPERTISE

Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Have they had enough experience within their field to make meaningful contributions? And are they willing to share their expertise as a board member?

Please check only the two most relevant areas of expertise:

- Strategic Planning
- Senior Management & Leadership
- Accounting/Finance
- Fundraising
- Legal
- Marketing/PR
- Governance
- Facilities/Real Estate
- Education
- Community Representation/Organizing
- Other

Definitely Reject	Probably Reject	Unsure	Probably Invite	Definitely Invite
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



TEAMWORK

Will they be:

- a good team member?
- open to hearing others’ opinions and perspectives?
- sensitive to group dynamics?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 <input checked="" type="checkbox"/>
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COMMITMENT

Is the candidate willing to devote her/his full energy and talent to the board?
 Is their understanding of their responsibilities as a board member aligned with our expectations?
 Do they have the time necessary to be an active board member?
 Even in the face of organizational challenges and difficulties, will the candidate remain committed to the organization?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
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PHILOSOPHICAL ALIGNMENT

Does the candidate believe in the mission and purpose of both our organization and the charter school movement?
 Will they make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
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TOTAL SCORE {OUT OF 20} 18

OVERALL IMPRESSIONS

I interviewed Ms Eldem for 30 minutes on her commitment, her alignment to MPS vision and values as well as her potential contributions. I am impressed by her education and her background in education overall and with specific focus of ESL/Linguistics. We could use her expertise in education and most of our student population is bilingual, ESL learners, therefore, his expertise in those areas will help steer the board to make more informed decisions. I was also impressed with Ms. Eldem's dedication and commitment to serving underserved communities with her time/effort/energy. Her values align very well with those of MPS and her addition to the board will help strengthen the board and extend its skillset. Again, being a PhD student is not an easy task, but she has emphasized that she should be able to commit to the requirements of being a board member at the same time. Also, I think she knows about the charter school movement, but it will probably take some time for her to fully understand and grasp the full vision and mission of the organization.



Board Candidate Evaluation Form

DATE: May 16, 2022

CANDIDATE NAME Esra Eldem

EVALUATOR NAME(S) Mekan Muhammedov

RELEVANT EXPERTISE

Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Have they had enough experience within their field to make meaningful contributions? And are they willing to share their expertise as a board member?

Please check only the two most relevant areas of expertise:

- Strategic Planning
- Senior Management & Leadership
- Accounting/Finance
- Fundraising
- Legal
- Marketing/PR
- Governance
- Facilities/Real Estate
- Education
- Community Representation/Organizing
- Other

Definitely Reject	Probably Reject	Unsure	Probably Invite	Definitely Invite
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



TEAMWORK

Will they be:

X a good team member?

X open to hearing others' opinions and perspectives?

X sensitive to group dynamics?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 X
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COMMITMENT

Is the candidate willing to devote her/his full energy and talent to the board? Yes

Is their understanding of their responsibilities as a board member aligned with our expectations? Yes

Do they have the time necessary to be an active board member? Yes

Even in the face of organizational challenges and difficulties, will the candidate remain committed to the organization? Yes

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 X
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PHILOSOPHICAL ALIGNMENT

Does the candidate believe in the mission and purpose of both our organization and the charter school movement? Yes

Will they make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations? Yes

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 X
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TOTAL SCORE {OUT OF 20} 20

OVERALL IMPRESSIONS

Esra Eldem's willingness and awareness of giving back to underserved communities aligns with MPS demographics and its Mission and Vision. Her academic and educational background in Education and continued research in ESL students and programs is another potential diverse background she will bring to MPS Board.

Moreover, her relocation to Los Angeles having been accepted to USC for Ph. D program, proximity to most of Magnolia's is noteworthy as well. Her responses and approach to Board questions showed Esra Eldem's balanced approach to potential issues that might come up in the future.

Whole child approach and her commitment to providing opportunities to all children by putting them at the center of attention is an important approach in decision making for our MPS as an educational organization.

In light of the above and impressions from the interview, we put Esra Eldem to benefit the MPS Board in many areas.

Mekan Muhammedov
Board Member
Magnolia Public Schools

Esra Eldem

Address: 154 Monroe, Irvine, CA 92620 • **Phone:** (714) 791-4943

Email: esraeldem17@gmail.com • linkedin.com/in/esra-eldem

EDUCATION

Aug. 2022-

PhD, Linguistics

University of Southern California, Los Angeles, CA

Primary Advisor: Zuzanna Fuchs

Aug. 2018-May 2021

Master of Arts, Linguistics with TESOL Specialization

California State University, Long Beach, CA

Primary Advisor: Michael Fender

M.A. Thesis: *Morphological Decomposition in Heritage Turkish Speakers in the U.S.: Evidence from a Masked Priming Experiment*

GPA: 4.00/4.00

Sep. 2012-Jun. 2016

Bachelor of Arts, TESOL

Middle East Technical University, Ankara, Turkey

GPA: 3.88/4.00: High Honor Student

Relevant Coursework: TESOL Practicum, Teaching Second Language Composition, Second Language Curriculum Development, Second Language Teaching Methods, Language Acquisition, Psycholinguistics, Quantitative Research Methods

HONORS & AWARDS

Mar. 2021

College of Liberal Arts Graduate Dean's List, University Scholars and Artists

California State University, Long Beach, CA

Feb. 2021

Linguistics Department Graduating Student Award

California State University, Long Beach, CA

Feb. 2021

Carol Bender Graduate Student Initiative Award

CATESOL Orange County and CATESOL Education Foundation

Jun. 2020

Honorable Mention; Sally Casanova Pre-Doctoral Scholarship Program
The California State University, CA

Apr. 2019

HOGAR Graduate Travel Fellowship
California State University, Long Beach, CA

Mar. 2019

Travel Honorarium; SSRIC Social Science Symposium
California State University, San Bernardino, CA

Sep. 2012-Jun. 2016

Merit-based Government Scholarship for Distinguished University Students
Turkish Republic Directorate General of Foundations

PUBLICATIONS

2018

Tabatabaei, S., Gencer, G., **Eldem, E.** & Bakhtiarvand, M. A comparative analysis of apology strategy between Turkish EFL learners and native speakers of English. *Applied Linguistics Research Journal*, 2(3), 48–57.

CONFERENCE PRESENTATIONS

2019

Eldem, E. "Selected Turkish discourse markers in computer-mediated discourse." Graduate Research Conference, California State University, Long Beach, CA.

2019

Eldem, E. "Subject realization in Turkish-English bilingual children." 44th Annual CSU, SSRIC Social Science Student Symposium, California State University, San Bernardino, CA.

2019

Eldem, E. "Subject realization in Turkish-English bilingual children." 9th International Mother Language Day Event, California State University, Long Beach, CA.

2016

Eldem, E. Gencer, G. "A comparative analysis of apology strategy between Turkish EFL learners and native speakers of English." *English Language*

Teaching Undergraduate Student Conference, Middle East Technical University, Ankara, Turkey.

2015

Eldem, E. Gencer, G. "A comparative analysis of apology strategy between Turkish EFL learners and native speakers of English." 9th Linguistics Undergraduate Student Conference, Hacettepe University, Ankara, Turkey.

RESEARCH EXPERIENCE

Aug. 2019-Sep. 2021

Graduate Assistant & Visiting Scholar, Department of Linguistics
California State University, Long Beach, CA

- Assisted Dr. Michael Fender with the experimental design of psycholinguistic research on garden path effect in ambiguous sentence constructions
- Conducted literature review for psycholinguistic research on sentence processing in bilinguals
- Revised and created stimuli for self-paced reading experiments
- Assisted with the use of online E-Prime and IBEX Farm software to adapt online measures for the experiments
- Provided assistance with data collection and data analyses procedures

Oct. 2019-Nov. 2020

Volunteer Research Assistant, Department of Education
HABLA Lab, University of California, Irvine

- Conducted research on the working memory, literacy, and vocabulary skills of Latino children under the supervision of Dr. Elizabeth Peña
- Cleaned and analyzed lab-based data using Excel and SPSS
- Assisted with the write-up of literature review and background sections
- Submitted research reports for publication and presentations in conferences

Aug.-Sep. 2020

Graduate Research Assistant, College of Liberal Arts & College of Education
California State University, Long Beach, CA

- Assisted Dr. Gwen Shaffer and Dr. Jessica Pandya with an interdisciplinary research project examining teachers' increasing use of pedagogical software and mobile apps for remote instruction

- Conducted literature searches on the use of online software programs in high school settings
- Designed research instruments, such as surveys and interview protocols

RELEVANT WORK EXPERIENCE

Oct. 2018-

Substitute Teacher

Ocean View School District, Huntington Beach, CA

- Teach English, History, Social Sciences, Math, Music, and Physical Education lessons using the classroom teachers' materials
- Direct the classrooms and maintain regular activities
- Comply with the school and school district's policies and procedures

Aug. 2018-

Translator & Interpreter (*Per Diem*), Turkish-English

Law Offices of Hani S. Bushra, Huntington Beach, CA

- Interpret from and into English and Turkish for native Turkish speakers during their asylum, green card, and citizenship interviews at the USCIS by using consecutive mode of interpretation
- Maintain a meaningful and understandable conversation and discussion flow between the applicants and the USCIS officers under the supervision of the USCIS interpreting monitor
- Translate legal files and documents such as petitions, declarations, and application forms from English to Turkish and vice versa

Feb.-May 2021

Graduate Teaching Assistant, Department of Linguistics

California State University, Long Beach, CA

- Led biweekly group tutoring sessions for Syntax (LING 421) class
- Worked in collaboration with the Syntax course professor and provided weekly reports for sessions
- Held individual tutoring sessions for Phonology (LING 420), Modern English Grammar (LING 329), and Discourse Analysis (LING 522) classes upon student requests to the linguistics department
- Provided assistance for linguistics undergraduate and graduate students with their homework assignments, exams, and questions related to the course content

Aug. 2019-May 2020

ESL Specialist, Learning Center

California State University, Long Beach, CA

- Assisted international undergraduate and graduate students with their course assignments and essays
- Identified individual developmental needs and implemented customized study sessions
- Revised and provided feedback on the essays and/or assignments of tutees

Aug. 2018-Aug. 2019

Supplemental Instructor, Learning Resource Center

Saddleback College, Mission Viejo, CA

- Participated in the Principles of Composition and Fundamentals of Composition classes taught by Drs. Jessica Budica and Catherine Hayter
- Assisted the class professor with individual feedback on essays and group activities during classes
- Taught writing techniques to college students' assignments and essays for English writing classes to improve mastery and knowledge of course content

Feb.-Apr. 2019

ESL Classroom Observer

American Language Institute, California State University, Long Beach, CA

- Assisted the students with in-class activities and group discussion
- Taught lessons on listening, speaking, and pragmatics to a Listening/Speaking EAP class
- Created lesson plans and developed teaching materials for the lessons

Sep. 2013-Aug. 2018

Private ESL & EFL Tutor

Irvine, CA - Jakarta, Indonesia - Ankara, Turkey

- Worked one-on-one with children, young adults and adults
- Taught listening, speaking, grammar, reading and writing lessons to learners
- Assisted community college students with ESL writing assignments
- Created customized study plans for ESL students to improve their listening and speaking skills in English

Oct. 2015-May 2016

TESOL Practicum Student-Teacher

Middle East Technical University, Ankara, Turkey

- Conducted 80 hours of middle and high school EFL class observations
- Assisted the teacher with exam grading, office work, and in-class activities
- Developed lesson plans and taught EFL lessons for six different class sessions throughout the year

PROFESSIONAL SERVICE

Jun. 2017-

Project Coordinator, Youth Affairs

Pacifica Institute, Huntington Beach, CA

- Lead projects to connect Turkish and American youth in Orange County
- Coordinate cultural and educational events such as seminars, trainings, festivals, and banquets
- Manage weekly meetings with young adult members of the Turkish Community

Nov. 2020-May 2021

Grad Mentor, Graduate Student Resource Center

California State University, Long Beach, CA

- Held biweekly, individual meetings with each mentee to offer guidance in their graduate journey
- Assisted mentees in navigating and accessing student support services
- Supported mentees with how to learn in virtual space, manage time as a graduate student, and find meaningful social outlets

Jun.-Aug. 2015

Online Freelance Translator (English-Turkish)

Denmark Cultural Center, Istanbul, Turkey

- Translated articles about lifestyle, culture, and education opportunities in Denmark
- Edited and revised articles based on feedback received from the supervisor
- Published articles on the Denmark Cultural Center's official website

Oct. 2014-Jan. 2015

English as a Foreign Language (EFL) Tutor

Middle East Technical University, Ankara, Turkey

- Offered tutoring for the university students under the OGEB Academic Support Program
- Helped students to prepare for the METU English Language Proficiency Test
- Prepared students for weekly quizzes and mock tests by adapting the university's online test preparation materials

CAMPUS INVOLVEMENT

- **California State University, Long Beach, CA:**

Feb. 2021

Guest Speaker, Turkish Language and Culture, 11th International Mother Language Day Event

Aug. 2020

Guest Speaker, Linguistic student research discussion, Summer with the LSA Talk Series

Aug. 2020-May 2021

College of Liberal Arts Student Council Representative & Outreach Correspondent, Linguistics Student Association

Oct. 2019-Aug. 2020

Vice President, Linguistics Student Association

Feb. 2020

Presentation Moderator, GSRC Student Research Competition

Feb. 2020

Event Organizer, International Mother Language Day

Mar. 2019

Event Organizer, What I Brought in my Luggage: Relics of Lost Lives

Oct. 2019

Guest Speaker, Women in Islam class session, Department of Religious Studies

Apr. 2019

Volunteer Helper, Southern California Annual Meeting on Phonology (SCAMP)

Apr. 2019

Volunteer Helper, 54th Annual Comparative Literature Conference: Culture, Memory, and Trauma

- **Middle East Technical University, Ankara, Turkey:**

Jun. 2016

Volunteer Helper, METU English Language Teaching Undergraduate Students Conference

Mar. 2015

Volunteer Helper, 22nd METU British Novelists Conference: Zadie Smith and Her Work

PROFESSIONAL ORGANIZATIONS & AFFILIATIONS

Linguistic Society of America (LSA) Member	Sep. 2019-
American Association for Applied Linguistics (AAAL) Member	Aug. 2019-
CATESOL Orange County Chapter Executive Committee Member	Mar. 2021-Oct. 2022
Linguistics Student Association Executive Committee Member	Aug. 2017-May 2021

LANGUAGES

- Turkish (native speaker)
 - English (proficient)
 - German (intermediate; CEFR B1)
 - Qur'anic Arabic (basic literacy knowledge)
-

TECHNICAL SKILLS

- SPSS
 - RegEx
 - Psytoolkit
 - PennController IBEX Farm
 - Word, Excel, PowerPoint, Publisher
-

EVENTS AND CONFERENCES ATTENDED

CATESOL OC Chapter Spring 2021 Workshop and Panel Discussion	Feb. 2021
Mentorship Certificate Program, Mentor Collective	Nov. 2020
Language Science Talks on Linguistic Diversity, University of California, Irvine	Feb. 2020
Person and Perspective Workshop, University of Southern California	May 2019

- Mar. 2019
Language Justice Workshop, California State University, Long Beach, CA
- Mar. 2019
Mentorship Seminar and Workshop, New York Academy, Ridgewood, NJ
- Sep. 2018
Mentor Training Seminar, Anatolia Cultural Centers, Huntington Beach, CA
- Apr. 2017
An Afternoon with Sal Khan, Founder and CEO of Khan Academy, Orange
County Department of Education, Irvine, CA
- May 2016
30th National Linguistics Conference, Ankara University, Ankara, Turkey
- May 2016
12th English Language Teaching Convention "Celebrating Diversity", Middle
East Technical University, Ankara, Turkey
- Mar. 2015
7th TED English Language Teaching Conference "Educated Educators",
TED Ankara College Foundation Schools, Ankara, Turkey

REFERENCES

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