

Ronell Joseph (“RJ”) Eisma

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Professional Interests

I am a data-driven, results-focused educator with a highly technical professional background and robust consultation experience. I am pleased to apply my talents in the service of programs contributing to the advancement of education, whether it takes the form of collaborative grant writing and program evaluation for program administration, or direct involvement with students to foster their ability to thrive in challenging and productive endeavors.

Education

- May 2016 M.S. Civil Engineering. *Michigan State University, East Lansing, MI*
Thesis: “A Mechanistic-Empirical Approach for Evaluating the Effect of Diamond Grinding and Thin Overlay on Predicted Pavement Performance”
- Dec. 2012 B.S. Civil Engineering. *Michigan State University, East Lansing, MI*

Consultation Experience

- Dec. 2020 – Grant Writing and Program Evaluation Specialist. Independent Consultant.
Present *Remote Position.*

Grant Writing and Development

- Collaborate with institutional partners and colleagues for the development and completion of compelling written grants to justify funding sources.
- Address the needs of partnered clients striving to enact proposed educational programs by researching and fulfilling proposal requirements for alignment with organizational objectives.
- Cater to domestic and international students at high school and collegiate levels and spanning a breadth of educational majors, topics, and themes.
- Develop and maintain ongoing relationships with organizational leadership and stakeholders throughout and beyond the grant development process to ensure vision alignment with clients.

Program Evaluation Design, Execution, and Reporting

- Craft a mixed-methods evaluation plan tailored to client timelines and program objectives.
- Develop and utilize logic models which uniquely represent corresponding program objectives and outcomes and instruct program leadership on the merits and usage of said models.
- Promote and execute sustainable evaluation methods which emphasizes collaborative learning with the clients
- Employ own STEM and engineering background to create and administer robust evaluation tools which quantify performance-related learning outcomes which are representative of the impact of programmatic efforts.
- Provide candid internal feedback to clients to make changes at micro- and macroscopic levels based on identified areas of improvement.
- Convey results of evaluation through technically-thorough yet approachable media to ensure smooth stakeholder understanding.
- Develop individualized reports for clients detailing the results of the evaluation and suggested areas of improvement, the broader scope of program impact, actionable program recommendations.
- Maintain positive rapport and with clients at all levels of administration to address all stakeholder needs in capable fashion.

Consultation Clients. 6 major programs. Over 26 institutions.

- UTA Justice in Data Science Bootcamp (2023 to Present):

The University of Texas at Arlington – Arlington, TX

- Merrimack Achieves Collegiate Holistic Support (MACHS) (2022 to Present):

Merrimack College – North Andover, MA

- *Minority Mobilization and Political Economy (MPE) Program (2021 to Present):*

University of Maryland, Baltimore County – Baltimore, MD
George Mason University – Fairfax, VA
University of Pittsburgh – Pittsburgh, PA

- *4.0 Schools Tiny Fellowship Evaluation and Learning Consultant (Jan 2024 to May 2024)*

Assorted Educational Entrepreneurial Efforts
Seven (7) 4.0 Schools Fellows

- *The Stevens Initiative*

UAE Grantee Programs (2022 to 2023):

Actualizing Youth Mobility

Ajman University – Ajman, UAE
Portland State University – Portland, Oregon, USA
The College of Lake College – Lake County, Illinois, USA

The Transformative Sustainability Project

American University of Sharjah (AUS-TSP) – Sharjah, UAE
The College of Lake College – Lake County, IL, USA
Haverford College – Haverford, PA; Dickinson College – Carlisle, PA, USA

The Scheherazade Project

Ras Al Khaimah American Academy – Ras Al Khaimah, UAE
Corrigan-Camden High School – Corrigan, TX, USA

Virtual Language Exchange

American University of Sharjah (AUS-VLE) – Sharjah, UAE
The Yuchi Language Project – Sapulpa, OK, USA

Design with a Partner (DWP) Programs (2020 to 2022):

DWP Round 1:

Mohammed VI Polytechnic University (UM6P) – Benguerir, Morocco
Texas A&M University (TAMU) – College Station, TX, USA
Lycée D'Excellence de Benguerir (LYDEX) – Benguerir, Morocco
Arizona State University Prep Digital (ASUPD) – Tempe, AZ, USA
H2UC University of Casablanca (H2UC) – Casablanca, Morocco
Kennesaw State University (KSU) – Kennesaw, GA, USA

DWP Round 2:

International Foundation for Training & Development (IFTD) – Marrakech, Morocco
Onslow County School System – Jacksonville, North Carolina, USA
Enactus Morocco – Rabat, Morocco
Enactus U.S. – Springfield, Missouri, USA

- *The Washington Center (2022):*

Community Internship Program for Cuban Youth (CIPCY) – Washington, D.C.

Higher Education Experience

Jan. 2016 – STEM Programs Specialist. Horizons Student Support Services: A TRIO Program

Dec. 2019 Purdue University, West Lafayette, IN

Program Management and Supervision

-Managed tutoring and STEM services for the 42-year running Horizons TRIO Student Support Services program serving over 300 Purdue University students.

- Orchestrated 1-on-1 and group tutoring services for a wide range of STEM at all levels, predominantly in math, physics, and chemistry, as well as a small assortment of non-STEM courses.
- Oversaw cyclical hiring, training, and supervision of over 30 to 40 student tutors per semester.
- Monitored effectiveness of tutoring program using data-driven analysis and adjusted practices in accordance with student learning outcomes.
- Renewed tutoring program structure to ensure cohesion, organization, and ease of operations.
- Founded flexible recitation study sessions to meet growing program needs
- Prepared review materials to support tutors and personally conducted exam review sessions in various mathematics courses.
- Advised students in pursuit of STEM majors and those taking STEM courses.

Curriculum Development and Instruction

- Served as instructor for college preparedness course as part of the Horizons holistic approach in supporting student transition from high school to college, hosted every fall semester.
- Served as instructor and program leader for college students of various classes in a global leadership course concurrent with study abroad experience, for two summers.
- Developed and refined curricula for above courses and conducted regular curriculum assessment and informed adjustment.

International Leadership

- Planned and executed two three-week global leadership experiences in 2017 and 2019 to Havana, Cuba and Madrid, Spain, respectively.
- Facilitated instruction and discussion sessions for students with support of a co-lead instructor.
- Worked with international study abroad partners to develop curriculum centered on advancement of student leadership ability and intercultural competency.
- Administered Intercultural Development Inventory assessment and debriefs with study abroad participants.

Data Analysis and Technical Reporting

- Performed quantitative and qualitative programmatic evaluation driven by student learning outcomes.
- Conducted pre- and post- tutoring evaluations to measure the effectiveness of tutoring staff and utilized this data for performance evaluation and positive adjustments.
- Assessed quantitative impact of tutor impacts by measuring trends in grade point average across multiple subject distributions.
- Demonstrated the need for specific course tutoring by measuring demand for assistance in specific courses while accounting for courses with traditionally high drop, withdraw, and failure rates.
- Utilized summated data and evaluation results to reconstruct pre-existing tutoring program to meet established standards conforming to the established programmatic student learning outcomes to better serve the greater Horizons program.
- Developed annual technical reports on tutoring program performance, and, on demand, authored technical reports on study abroad program performance which included the distinction between pre-trip and post-trip Intercultural Development Inventory orientation data coupled with descriptive analysis.

Teaching Experience

- Dec. 2020 – Adjunct Professor. CE3210: Engineering Communications
 May 2021 *The University of Texas at Arlington.* Developed and administered course emphasizing technically proficient communication methods, both written and oral, professional collaborative skills, and other related topics centered on civil engineering or the general fields of engineering.
- Jan. 2016 – Instructor. GS 199/490: Strategies for A Successful First Year / Horizons Study Skills
 Dec. 2019 *Purdue University.* College first-year skills enrichment course to achieve success in college, and beyond. Developed curriculum, conducted lectures, graded homework, and provided feedback to an estimated 200 students over the course of four fall semesters.

- May 2017 & May 2019 Instructor. EDPS 490: Horizons Global Leadership
Purdue University. Intensive three-week course focused on enhancing student leadership ability and self-efficacy by pairing topics of global leadership with active immersion in a host country abroad. Developed curriculum, conducted lectures, graded homework, and provided feedback to 40 students over the course of two summers.
- Fall 2015 Teaching Assistant. CE 418: Geotechnical Engineering
Michigan State University. Assisted with classroom lectures and homework grading and exams.
- Jan. 2009 – May 2012 Academic Assistant. Various math, physics, and chemistry courses.
Michigan State University. Conducted one-on-one and group supplemental instruction and course material review for URM engineering students through the MSU Diversity Programs Office.

Research Experience

- Jan. 2014 – Dec. 2016 Graduate Research Assistant. Advisors: Dr. Karim Chatti and Dr. Syed Haider
Michigan State University. Developed guidelines for performance-related specifications for pavement preservation treatments in a nationwide initiative from the National Cooperative Highway Research Program. Researched and developed methods for predicting the rate of deterioration of pavements using historical data and civil engineering expertise. Utilized prediction models to determine the optimal time to apply preventive pavement treatments
- Jan. 2011 – May 2011 Undergraduate Research Assistant. Advisor: Dr. M. Emin Kutay
Michigan State University. Utilized prototype x-ray software to evaluate asphalt core samples and adjusted software parameters via MATLAB code to improve accuracy of readings.

Professional Experience

- Mar. – Dec. 2013 Engineering Technician II. American Engineering Testing, Inc.
Dickinson, ND. Performed in-situ and laboratory testing of civil engineering construction materials. Drafted and disseminated test reports and relayed to clients. QA assistant manager for test laboratory.
- May – Nov 2012 Civil Engineering Intern. CDM Smith.
Lansing, MI. Reviewed and revised transportation construction plans. Drafted prototypical plans using MicroStation software.
- Fall 2011 Engineering Intern. Poor No More, Inc.
Puerto Princesa, Philippines. Designed preliminary site plan for proposed youth-rehabilitation center in collaboration with Palawan Department of Social Welfare and local Peace Corps.
- Summer 2009 Design Department Intern. Michigan Department of Transportation.
Brighton, MI. Conducted highway surveys to collect planning data for construction projects.

Leadership and Outreach

- 2019 TRIO Annual Student Leadership Conference
Purdue University. Facilitated leadership excursion for small group of TRIO SSS students to Track2Success conference hosted by Purdue University Northwest.
- 2018 TRIO Annual Student Leadership Conference Planning Committee
Purdue University. Planned and executed the 2018 TRIO Student Leadership Conference hosted by Horizons TRIO Student Support Services at Purdue University West Lafayette Campus.

- 2018 TRIO Washington D.C. Policy Constituent
Purdue University. Accompanied Indiana TRIO constituents in annual nationwide effort to meet with elected representatives in Washington D.C. to discuss the continued policy-driven support of TRIO programs.
- 2018 Indiana TRIO Annual Conference
Purdue University. Panel presentation on Promoting Community in TRIO SSS Programs.
- 2017 – 2018 Purdue Super Smash Club Advisor
Purdue University. Advisor of recreational video game club aimed at fostering an inclusive community for Purdue students to participate in a shared hobby.
- 2017 Student Success Programs Academic Success Committee
Purdue University. Identified and assessed the unique academic needs of the Purdue University student body as part of the initiative of the greater department of Student Success programs.
- 2017 Student Success Programs Social Committee
Purdue University. Coordinated planning and execution of social events for the greater department of Student Success Programs which housed Horizons Student Support Services.
- 2017 Emily Mauzy Vogel Leadership Conference Volunteer
Purdue University. Member of panel representing Purdue campus leadership at student leadership development conference.
- 2015 Michigan State Center of Highway Pavement Preservation Outreach
Michigan State University. Engaged in various outreach efforts to engage students of grades K through 12 in STEM and engineering within the greater Lansing and Detroit communities.
- 2014 – 2016 Mentor to Undergraduate Research Assistants
Michigan State University. Mentored four undergraduate students pursuing civil engineering degrees and undergraduate research opportunities. All mentees were credited in research publications.
- 2011 Study Abroad in the Philippines
University of the Philippines: Los Baños. Five-month study abroad and internship experience in Los Baños and Puerto Princesa, respectively.
- 2009 – 2011 American Society of Civil Engineers: Michigan State University Chapter
Michigan State University. Secretary and, later, Vice President of executive board.

Awards, Recognitions, and Certifications

- 2019 Horizons Legacy Award
Purdue University. In recognition of significant, positive, and enduring impact on the Horizons TRIO Student Support Services program.
- 2018 IDI Qualified Administrator
Purdue University. Certified for Intercultural Development Inventory administration and debrief.
- 2018 Bravo Award
Purdue University. Awarded to nominated department staff who ‘stretch beyond what is asked and achieve on another level.’
- 2018 Alpha Lamda Delta Phi Eta Sigma Honorary Member
Purdue University. Awarded to Purdue staff who actively support the academic and altruistic achievement of Purdue students.
- 2016 AAARCC Professional Staff Spotlight
Purdue University. Recognized by the Asian American and Asian Resource and Cultural Center for sharing valued personal and professional cultural experiences.

- 2016 Supplemental Instruction Training
Kansas State University. Certified to develop and implement Supplemental Instruction programming.
- 2016 QPR Certification
Purdue University. Gatekeeper Training for Suicide Prevention and response to suicidal ideation.
- 2016 Safe Zone Certification
Purdue University. Trained to understand and support LGBTQ+ colleagues and students.
- 2015 CUTC Student of the Year
Michigan State University. Awarded to graduate students who demonstrate technical merit and research, academic performance, professionalism, and leadership. Sponsored by the U.S. Department of Transportation and Council of University Transportation Centers.

Reports and Publications

- Chatti, K., Haider, W.S., Eisma, R.J., Musumuru, G., Kim, R., Castorena, C., and Adams, J. (2017). "Performance-Related Specifications for Pavement Preservation Treatments" *TRB NCHRP Report 857*.
- Haider, W.S., Eisma, R.J., Chatti, K., Ireland, G., and McDonald, N. (2015). "Impact of Site Factors on the Effectiveness of Flexible Pavement Preservation Treatments" *Transportation and Development Institute*.
- Haider, W.S., Chatti, K., Zaabar, I., Eisma, R.J., and Frederic, T. (2015). "Impact of Diamond Grinding on Rigid Pavement Performance" *Transportation and Development Institute*.