

Hephzibah V. Strmic-Pawl, PhD
Assistant Professor of Sociology

Manhattanville College
2900 Purchase Street
Purchase, NY 10577
(O) 914.323.5184

hvsp@mville.edu
www.hephzibahvsp.com

EMPLOYMENT

Assistant Professor of Sociology Department of Sociology and Anthropology, Manhattanville College	2015-Current
Assistant Professor of Sociology Department of Sociology, Coastal Carolina University	2013-2015
Visiting Assistant Professor of Sociology Department of Sociology and Anthropology, College of Charleston	2012-2013

EDUCATION

PhD, Sociology University of Virginia Dissertation: “‘What Are You?’ Multiracial Identity and The Persistence of Racism in a ‘Post-Racial’ Society”	2012
MA, Social Science The University of Chicago Thesis: “Family Matters: Fostering Full Citizenship in African American Women”	2005
BS, Economics University of Wisconsin-Madison	2003

TEACHING & RESEARCH INTERESTS

Race & Ethnic Relations, Racial Identity, Race & Racism, Multiracialism, Inequality, Pedagogy, Qualitative Methods, Intersectional Analysis, Public Sociology, Gender, Family

PUBLICATIONS

Books

Strmic-Pawl, Hephzibah. 2016. *Multiracialism and Its Discontents: A Comparative Analysis of Black-White and Asian-White Multiracials*. Lanham, MD: Lexington Books.

Vickerman, Milton and Hephzibah Strmic-Pawl, eds. 2016. *Race and Ethnicity: Constancy in Change*. San Diego, CA: Cognella.

Articles

Strmic-Pawl, Hephzibah. 2015. "More Than a Knapsack: The White Supremacy Flower as a New Model for Teaching Racism." *Sociology of Race and Ethnicity*. 1(1):192-197.

Strmic-Pawl, Hephzibah. 2014. "The Influences Affecting and the Influential Effects of Multiracials: Multiracialism and Stratification." *Sociology Compass*. 8(1):63-77.

Strmic-Pawl, Hephzibah, and Phyllis Leffler. 2011. "Black Families and Fostering of Leadership." *Ethnicities* 11(2):139-162.

Book Chapters

Strmic-Pawl, Hephzibah and David L. Brunsma. 2016. "Multiraciality and the Racial Order: The Good, the Bad, and the Ugly." In *Race Policy and Multiracial Americans*, edited by K. O. Korgen. Chicago: The University of Chicago Press.

Encyclopedia Entries & Reviews

Strmic-Pawl, Hephzibah and Rai-ya Wilson. 2016. "Equal Opportunity Racism?" A Review of Cards Against Humanity." *Humanity and Society* 40(2): 1-4.

Strmic-Pawl, Hephzibah. 2014. "Bigotry." in C. Gallagher and C. Lippard (eds.), *Race and Racism in the United States: An Encyclopedia of the American Mosaic*. Santa Barbara, CA: Greenwood Publishing.

Strmic-Pawl, Hephzibah. 2014. "Color-Blind Racism." in C. Gallagher and C. Lippard (eds.), *Race and Racism in the United States: An Encyclopedia of the American Mosaic*. Santa Barbara, CA: Greenwood Publishing.

Strmic-Pawl, Hephzibah. 2014. "Cultural Racism." in C. Gallagher and C. Lippard (eds.), *Race and Racism in the United States: An Encyclopedia of the American Mosaic*. Santa Barbara, CA: Greenwood Publishing.

Strmic-Pawl, Hephzibah. 2014. "Ideological Racism." in C. Gallagher and C. Lippard (eds.), *Race and Racism in the United States: An Encyclopedia of the American Mosaic*. Santa Barbara, CA: Greenwood Publishing.

Strmic-Pawl, Hephzibah. 2014. "Laissez-Faire Racism." in C. Gallagher and C. Lippard (eds.), *Race and Racism in the United States: An Encyclopedia of the American Mosaic*. Santa Barbara, CA: Greenwood Publishing.

Strmic-Pawl, Hephzibah. 2014. "Racism." in C. Gallagher and C. Lippard (eds.), *Race and Racism in the United States: An Encyclopedia of the American Mosaic*. Santa Barbara, CA: Greenwood Publishing.

Strmic-Pawl, Hephzibah. 2014. "Racism Without Racists." in C. Gallagher and C. Lippard (eds.), *Race and Racism in the United States: An Encyclopedia of the American Mosaic*. Santa Barbara, CA: Greenwood Publishing.

Strmic-Pawl, Hephzibah. 2014. "Racist Nativism." in C. Gallagher and C. Lippard (eds.), *Race and Racism in the United States: An Encyclopedia of the American Mosaic*. Santa Barbara, CA: Greenwood Publishing.

Strmic-Pawl, Hephzibah. 2014. "Reverse Racism." in C. Gallagher and C. Lippard (eds.), *Race and Racism in the United States: An Encyclopedia of the American Mosaic*. Santa Barbara, CA: Greenwood Publishing.

Strmic-Pawl, Hephzibah. 2014. "Symbolic Racism." in C. Gallagher and C. Lippard (eds.), *Race and Racism in the United States: An Encyclopedia of the American Mosaic*. Santa Barbara, CA: Greenwood Publishing.

Strmic-Pawl, Hephzibah. 2014. "Systemic Racism." in C. Gallagher and C. Lippard (eds.), *Race and Racism in the United States: An Encyclopedia of the American Mosaic*. Santa Barbara, CA: Greenwood Publishing.

Strmic-Pawl, Hephzibah. 2014. "The End of Racism." in C. Gallagher and C. Lippard (eds.), *Race and Racism in the United States: An Encyclopedia of the American Mosaic*. Santa Barbara, CA: Greenwood Publishing.

Strmic-Pawl, Hephzibah. 2010. "Attracting Leadership from Across Diverse Communities." In *Leadership in Nonprofit Organizations: A Reference Handbook* edited by K. Agard. Thousand Oaks, CA: SAGE Publications, Inc.

Other Teaching & Learning Publications

Strmic-Pawl, Hephzibah. Spring 2014. "Orange in Black and White: Teaching About Race, Gender, and Sexuality on TV." *The Badass Sociologist: Society for the Study of Social Problems, Teaching Social Problems Newsletter*.

Strmic-Pawl, Hephzibah, Ali Cohen, and Debbie Perkins. 10-7- 2013. "CCU Students Travel to DC for 50th Anniversary of the March on Washington." *The Chanticleer: The Student Voice of the Coastal Carolina University*.

Strmic-Pawl, Hephzibah. 2013. "Systems of Inequality - Syllabus" *TRAILS: Teaching Resources and Innovations Library for Sociology*.

Other

Strmic-Pawl, Hephzibah. 2014. "Researching Race and Racism." *CeTEAL Newsletter: Center for Teaching Excellence to Advance Learning at Coastal Carolina University*.

Strmic-Pawl, Hephzibah. Fall 2009. "Oprah, Our Lady of Liberty?" *Social Problems Forum: The Society for the Study of Social Problems Newsletter*.

Strmic-Pawl, Hephzibah. Jul/Aug 2008. "Family Myth to Family Reality." *ASA Footnotes: The American Sociological Association Newsletter*.
Reprint. Fall 2008. *College & University Work/Family Association Newsletter*.

Strmic-Pawl, Hephzibah. 2-9-07. "All is Not Well After Katrina." *The Daily Progress*. (Charlottesville, VA Newspaper)

In Progress

Strmic-Pawl, Hephzibah. *Racial Theories*.

Strmic-Pawl, Hephzibah. "Debating What is Real: An Exercise on Teaching the Social Construction of Race."

TEACHING

Assistant Professor of Sociology 2015-current

Manhattanville College

SOC 1001: Introduction to Sociology
SOC 2021: Race and Ethnicity
SOC 2076: History of Social Action
SOC/AFS 3014: African American Communities
SOC/WGS 3030: Social Inequality

Assistant Professor of Sociology 2013-2015

Affiliate Faculty, Women's and Gender Studies

Affiliate Faculty, Social Justice Research Initiative

Coastal Carolina University

SOC 101: Introduction to Sociology
SOC/WGS 301: Gender and Society
SOC/WGS 309: Social Inequality
SOC 355: Race and Ethnicity
SOC/WGS 498: African American Communities

Visiting Assistant Professor of Sociology 2012-2013

Affiliate Faculty, African American Studies

College of Charleston

SOCY 101: Introduction to Sociology
SOCY 109: Exploring Social Inequality
SOCY 369/AAST 300: African American Communities
SOCY 366: Race and Ethnic Relations

Adjunct Faculty 2009-2012

University of Virginia

Inst 259: Queer Issues and Civic Engagement
Soc 242: Systems of Inequality
Soc 341: Race & Ethnicity
Soc 410: African American Communities
Soc 480: University Internship Program

Teaching Assistant

2006-2009

University of Virginia

Soc 232: Gender & Society

Soc 247: American Society & Popular Culture

Soc 255: Law & Society

Soc 260: Leadership Across the Disciplines

Soc 312: Sociology Research Workshop

CONFERENCE PRESENTATIONS

Invited Presentations

“Mixed-Race, Multiracial, Salient Blackness.” Black Europe Summer School. Amsterdam, Netherlands. 2016

Invited Critic. “Author Meets Critic: *Rebellious Conservatives: Social Movements in Defense of Privilege*” by David. R. Dietrich. Southern Sociological Society Annual Meeting. Atlanta, GA. 2016

“Critical Reflections on Humanist Sociology and Social Change.” Association for Humanist Sociology Annual Meeting. Portland, OR. 2016

Invited Critic. “Author Meets Critic: *Recognizing Race and Ethnicity*” by Kathleen Fitzgerald. Southern Sociological Society Annual Meeting. New Orleans, LA. 2015

“College Sexual Assault” Sexual Assault on Campus. Celebration of Inquiry. *Coastal Carolina University*. Conway, SC. 2014

“If I Had Known Then What I Know Now” Advice From Recent Graduates. Universal Design: Interrogating Inequality in Learning, Pre-ASA Teaching Conference. New York, NY. 2013

“Being Reflective in the Face of Our Own Privilege and Oppression.” Universal Design: Interrogating Inequality in Learning, Pre-ASA Teaching Conference. New York, NY. 2013

"Multiracialism, Racism and Racial Identity." Race and Inequality Mini-Conference, Southern Sociological Society Annual Meeting. Jacksonville, FL. 2011

Presentations

“Color-Blind or Color-Bound: Asian-White and Black-White Multiracials Speak on Racism.” American Sociological Association Annual Meeting. Chicago, IL. 2015

“Social Justice Research Initiative” Association of Humanist Sociology Annual Meeting. Cleveland, OH. 2014

“Multiracial Discourse on Interracial Relationships.” Society for the Study of Social Problems Annual Meeting. San Francisco, CA. 2014

“The Influence of Multiracial Americans on the Color-Blind Ideology” with David. L. Brunsma. Changing Hierarchies. Southern Sociological Society Annual Meeting. Charlotte, SC. 2014

“College Sexual Assault and Intersectionality.” Celebration of Inquiry, *Coastal Carolina University*. Conway, SC. 2014

“Moving Into Whiteness? The (Im)Mobility of Asian-White and Black-White Biracials.” Blackness/Whiteness/Racial Binaries. Critical Ethnic Studies Association. Chicago, IL.	2013
“Debating What is Real: Teaching the Social Construction of Race.” Teaching About Race and Ethnicity. Society for the Study of Social Problems Annual Meeting. New York, NY.	2013
“Perceptions of Racism: Using Vignettes to Reveal Attitudes, Perceptions, and Experiences of Racial Discrimination.” Advances in Qualitative Methods. Southern Sociological Society Annual Meeting. Atlanta, GA.	2013
“Acting White: The Adoption of Racialized Logic” Race and Racialization in Theory and Practice, Sponsored by the Committee on the Status of Minorities. Eastern Sociological Society Annual Meeting. Boston, MA.	2013
“Capital ‘M’ Multiracial: The Coherence of a Multiracial Identity & Challenges to the U.S. Racial Hierarchy.” Multiracial Classification/Identity. American Sociological Association Annual Meeting. Denver, CO.	2012
“Not <i>The</i> Multiracial Experience: An Intersectional Approach.” Shifting Lines/Shifting Boundaries: Toward a Critical Sociology of Multiraciality. American Sociological Association Annual Meeting. Las Vegas, NV.	2011
“Racism in the Multiracial Experience.” Race, Identity, and Institutions. Society for the Study of Social Problems Annual Meeting. Las Vegas, NV.	2011
"Multiracial Identity in the 21st Century." The Spatialities and Subjectivities of the Multicultural/Multiracial Moment Panel, Critical Ethnic Studies Conference. Riverside, CA.	2011
"Putting the Horse Before the Cart: Teaching White Supremacy Before White Privilege." Eastern Sociological Society Annual Meeting. Philadelphia, PA.	2011
"Equally Multiracial?" Section on Race, Gender, & Class Roundtables, American Sociological Association Annual Meeting. Atlanta, GA.	2010
"Not Quite White." Biracial Identity in the Contemporary U.S. Roundtable, Eastern Sociological Society Annual Meeting. Boston, MA.	2010
"Themes in Black Parenting." Section on Racial & Ethnic Minorities Roundtable, American Sociological Association Annual Meeting. San Francisco, CA.	2009
"Realizing Education for All Can Happen" & "Building Unity." Women's Leadership Conference. Eau Claire, WI.	2005
<u>Panel Organizer, Presider, and/or Discussant</u> Organizer and Presider. “Public Sociology, Service Learning, or Transformative Sociology.” Southern Sociological Society Annual Meeting. Atlanta, GA	2016

Organizer. "Author-Meets-Critic: <i>Working to Laugh: Assembling Difference in American Stand-Up Comedy Venues</i> by James Thomas." Association for Humanist Sociology Annual Meeting. Portland, OR.	2016
Organizer and Facilitator. "Using Sociology for Social Change: Service Learning, Public Sociology, or Transformative Sociology." Association for Humanist Sociology Annual Meeting. Portland, OR.	2016
Organizer and Presider. "Lifting the Veil: Experiential Learning." Society for the Study of Social Problems Annual Meeting. Chicago, IL.	2015
Organizer and Presider. "Critical Dialogue: Teaching Race, Ethnicity, and Immigration." Society for the Study of Social Problems Annual Meeting. Chicago, IL.	2015
Presider. "Working for Social Justice: A Dialogue on Scholar-Activism in and Beyond the Academy." Society for the Study of Social Problems Annual Meeting. Chicago, IL.	2015
Organizer. "Addressing Contentious Issues in the Classroom." Sponsored by the Section on Teaching and Learning. American Sociological Association Annual Meeting. Chicago, IL.	2015
Organizer and Discussant. "Navigating Sexual Assault and Sexual Assault Policies on University/College Campuses" Sponsored by SWS-S. Southern Sociological Society Annual Meeting. New Orleans, LA.	2015
Organizer. "Recruiting and Retaining Faculty of Color." Co-Sponsored by the Committee on Racial and Ethnic Minorities and SWS-South. Southern Sociological Society Annual Meeting. New Orleans, LA.	2015
Organizer & Facilitator. "Activism Through (Campus) Social Justice Centers." Association of Humanist Sociology Annual Meeting. Cleveland, OH.	2014
Facilitator. "Global Gender Issues, Violence Against Women." Association of Humanist Sociology Annual Meeting. Cleveland, OH.	2014
Organizer. "The Multiple Facets of Sexual Violence in Society." Celebration of Inquiry, <i>Coastal Carolina University</i> . Conway, SC.	2014
Organizer. ASA Student Forum Panels and Roundtables, American Sociological Association Annual Meeting. Las Vegas, NV.	2011
Organizer. "Different Types of Publication Opportunities for Students" and "Navigating Parenthood in Academe." Sponsored by the Student Forum Advisory Board. American Sociological Association Annual Meeting. Las Vegas, NV.	2011
Organizer & Presider. "Teaching Race: White Supremacy & White Privilege." Eastern Sociological Society Annual Meeting. Philadelphia, PA.	2011
Organizer & Panel Presider. ASA Student Forum Panels & Roundtables, American Sociological Association Annual Meeting. Atlanta, GA.	2010

INVITED TALKS

Panelist, “What Baltimore and Charleston Tell Us About U.S. Race Relations.” Valiant Week, <i>Manhattanville College</i> .	Sept 2016
Lecture/Workshop, “Basics of Community Organizing and Campaign Planning,” Social Justice Research Initiative Organizing Series, <i>Coastal Carolina University</i> .	May 2015
Panelist, “How to be a Woman Leader,” <i>Coastal Carolina University</i> .	Mar 2015
Speaker and Facilitator, Screening of “Dear White People,” <i>Coastal Carolina University</i> .	Feb 2015
Panelist, “Diversity on Campus,” Residence Hall Program, <i>Coastal Carolina University</i> .	Feb 2015
Speaker, Michael Brown Vigil, NAACP Chapter of <i>Coastal Carolina University</i>	Dec 2014
Panelist, “How to Advise Student Organizations, Office of the Provost,” <i>Coastal Carolina University</i> .	Nov 2014
Rally Speaker, “Take Back the Night,” <i>Coastal Carolina University</i> .	Oct 2014
Lecture/Workshop, “Basics of Community Organizing and Campaign Planning,” Social Justice Research Initiative Organizing Series, <i>Coastal Carolina University</i> .	Oct 2014
Panelist, “Social Justice Forum,” NAACP Chapter of <i>Coastal Carolina University</i> .	Sept 2014
Panelist, “What Do We Tell the Living?” <i>A Community Forum for the Voice of the People</i> , <i>Georgetown, SC</i> .	Aug 2013
Lecture/Workshop, “Southern Regional Campus Organizing,” Student Diversity Conference, <i>College of Charleston</i> .	Apr 2013
Panelist, “Beyond Black History Month,” <i>College of Charleston</i> .	Feb 2013
Commencement Speaker, LGBTQ Lavender Graduation, <i>University of Virginia</i> .	May 2012
Panelist, Discussion on M. Alexander’s <i>The New Jim Crow: Mass Incarceration in the Age of Colorblindness</i> . Organized by City of Charlottesville Dialogue on Race & the Juneteenth Celebration Committee, (broadcasted on Charlottesville’s Channel 10).	June 2011
Commencement Speaker, LGBTQ Lavender Graduation, <i>University of Virginia</i> .	May 2011
Lecture, “Racism and the Prison Industrial Complex.” NAACP Chapter of <i>University of Virginia</i> .	April 2011
Keynote Speaker, Take Back the Night, <i>University of Virginia</i> .	April 2009

AWARDS, FELLOWSHIPS, & CERTIFICATES

Teaching

Liberal Arts and Sciences Small Teaching Grant, College of Charleston 2013
Funding for innovative teaching and learning activities

Teaching Innovations & Professional Development Award, SAGE/Pine Forge 2010
Awarded to 19 graduate students and pre-tenure faculty nationwide

Future Faculty Certificate
North Central Sociological Association/Midwest Sociological Society 2010

Service

Education Freedom Award, NAACP, Coastal Carolina University chapter 2015

Lantern Society Recognition for Service & Teaching, University of Virginia 2008
Secret society for the advancement of women and gender equality

Research

Black Europe Summer School, Amsterdam, Netherlands 2016

Second Place, Huskey Research Exhibition, University of Virginia 2012
Graduate School of Arts & Sciences Annual Research Competition

Dissertation Fellowship, Dept of Sociology, University of Virginia 2011
Awarded annually to one sociology graduate student

University Dissertation Acceleration Fellowship, 2010
University of Virginia, Office of the Vice President of Research
Awarded to 15 graduate students within the University

Graduate Studies

Tate-Booker Fellowship for Graduate Study, University of Virginia 2008-09

du Pont Fellowship for Graduate Study, University of Virginia 2006-09

Phelps-Stokes Fellowship, Dept of Sociology, University of Virginia 2006-08

PROFESSIONAL & COLLEGE SERVICE

Editor and Reviewer

Pedagogy Section Editor, *Sociology of Race and Ethnicity*, 2013-Current.

Associate Editor, Editorial Board for *Humanity and Society*, 2013-Current.

Ad hoc reviewer: Oxford, Routledge, Rowman and Littlefield, SAGE, *Social Currents*, *Sociology Compass*, *Teaching Sociology*

Professional Positions

Chair, Teaching Social Problems Division of the Society for the Study of Social Problems, 2013-2016.
Newsletter Editor, *The Badass Sociologist*, 2013-2016.

Chair (2015-2016), Member, Committee on Racial and Ethnic Minorities, 2013-2016.

Chair; Board Member. *American Sociological Association Student Forum Advisory Board*, Aug 2009-2011, Chair (2010-2011).

College Service

Member, SAS Curriculum Committee, Manhattanville College, 2016-current.

Interim Chair, Women's and Gender Studies, Manhattanville College, Fall 2016.

Reviewer, Study Abroad applications, Manhattanville College, Spring 2016.

Member, Social Justice Research Initiative, *Coastal Carolina University*, 2013 – current.

Committee Member, CARES Coalition, *Coastal Carolina University*, 2013 – current.

Committee Member, Women's and Gender Studies Event Planning, *Coastal Carolina University*, 2013 – 2015

Committee Member, Committee on Civic Engagement, *Coastal Carolina University*, 2013 – 2015.

Advisor, *University of Virginia*, Queer and Allied Activism (QuAA), 2006-2012.

Advisor, *University of Virginia*, Sexual Assault Facts & Education (SAFE), 2008-09.

Project Interviewer, *University of Virginia*, Sexual Assault Survivor's Research Project, 2007-09.

Volunteer Staff, *University of Virginia*, Lesbian, Gay, Bi & Transgender Resource Center, 2007-08.

Professional Committees

Committee Member, C. Wright Mills Book Award Committee, SSSP 2017.

Committee Member, Racial/Ethnic Minority Graduate Scholarship Committee, SSSP 2017.

Program Committee, Southern Sociological Society, SSS 2017.

Program Committee, Eastern Sociological Society, ESS 2016.

Meeting Mentor, Society for the Study of Social Problems Annual Meeting, 2015 and 2016

Nominations Committee, Association for Humanist Sociology, 2015-2017.

Program Committee, Race and Ethnicity, Southern Sociological Society, SSS 2015.

Program Committee, ASA Section on Teaching and Learning, ASA 2015.

Article Award Committee, ASA Section on Racial and Ethnic Minorities, ASA 2015.

Committee Member, ASA Pre-Teaching Conference Planning Committee, 2012-2013.

Committee Member, ASA Section on Racial & Ethnic Minorities Graduate Student Paper Award, 2013.

Committee Member, Lee Scholar Support Fund Committee, Society for the Study of Social Problems, 2011-12.

Organizer/Designer. ASA Student Forum Professional Development Certificate. American Sociological Association Annual Meeting. Las Vegas, NV: August 2011.

Community Service

Advisory Board Member, *The Georgetown Outreach Ministries, Inc.*, Georgetown, SC, 2013 – 2015.

Essay Contributor, *Street to Forest* (A Handbook for the Charlottesville Homeless), 2011.

Post-Katrina Volunteer, *Emergency Communities* and *Project HOPE*, Summer 2007.

OTHER EXPERIENCE

Ella Baker Day <i>Symposium Creator, Designer & Coordinator</i> Coordinated 6 Symposiums for Ella Baker Day (<i>UVa, CofC, CCU, and Mville</i>)	2011-2016
Diversity & Advocacy Events Coordinator <i>University of Virginia Women's Center</i> Coordinated and managed 8-10 events per year, mentored 7 undergraduate interns	2010-12
Conference Planning Advisor <i>EQuAL: Empowering Queer Activism & Leadership Conference</i> " (held at University of Virginia)	2009
Research Assistant <i>University of Virginia, Institute for Public History: Explorations in Black Leadership</i>	2008
Multicultural Issues Director <i>United Council: University of Wisconsin State Student Association</i>	2005-06
Conference Designer and Coordinator <i>Building Unity: A Conference on Diversity</i> (held at University of Wisconsin-Stevens Point)	2006
Research Assistant <i>University of Wisconsin-Madison: Center for Demography & Ecology</i>	2004