

Hephzibah Strmic-Pawl

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I am a thought-leader and strategist with over a decade of experience designing and delivering dynamic educational experiences to diverse adult learners. I embed DEI principles, with expertise in race and racism, and skills in programming and events, facilitation, and engaging writing. I seek to leverage this experience to support systematic change through meaningful initiatives that serve a wide audience.

Education

PhD in Sociology

University of Virginia
2006-2012

MA in Social Science

The University of Chicago
2004-2005

BS in Economics

University of Wisconsin-Madison
2001-2003

Transfer from Community College System

Related Skills

- Canva
- Google Workspace
- MAXQDA
- Microsoft Office
- Twitter/FB/IG
- StreamYard
- Teams/Zoom
- Weebly
- Zotero

Professional Experience

Associate Professor of Sociology • Manhattanville College

2015-July, 2023

Assistant Professor of Sociology • Coastal Carolina University

2013-2015

Visiting Assistant Professor of Sociology • College of Charleston

2012-2013

- Instructed approximately 130 adult learners per year with topics on human/social behavior and inequality; courses linked to increasing and retaining sociology majors by 20%.
- Developed innovative curricula and pedagogy to align with unit and institutional stakeholders' objectives; increased student retention by 15%.
- Collaborated across units to cultivate an inclusive campus environment and mentor underrepresented students with college navigation.

Editor in Chief • Humanity & Society (SAGE Publication)

2022-Current

Pedagogy Editor • Sociology of Race & Ethnicity (SAGE Publication)

2013-2021

- Evaluate 20-30 manuscript submissions per month and publish 4 issues per year on key issues of social justice, equity, and best practices.
- Recruit and govern editorial board of 30 people along with 11 advisory and subject editors.
- Revamped and reinvigorated journal through developing new mission, onboarding new members, and broadening marketing strategies.

Select Awards & Recognition

- [TAA Most Promising New Textbook, 2022](#)
- [Proclamation recognition for Ella Baker Day from NYC Council Speaker Adrienne Adams, Senator Adriano Espaillat and Westchester County Executive George Latimer](#)
- [SSSP Gittler Award, 2018](#)
- [TEDx Speaker, 2017](#)
- [SAGE Teaching Innovations Award, 2010](#)

In the Media

- [WalletHub](#)
- Work cited in [The Washington Post](#), [BMJ.com](#), and [The Journalist's Resource](#)
- [United Nations Population Fund](#)
- [WVTF/Radio IQ](#)
- [Virginia Public Television](#)

Advocacy & Program Management

Select DEI Strategy & Advocacy

2007-Current

- 25 publications and over 100 speaking engagements that address and explain dynamics of contemporary bias and discrimination and educate staff and stakeholders on concepts and strategic responses.
- Instituted key programming on campuses and served as strategic advisor to drive community participation and elevate buy-in from members of underrepresented groups.

Support Ella Baker Day • www.SupportEllaBakerDay.com

2011-Current

- Founder of initiative to create a holiday in honor of Ella Baker with programming that advances the activism of women of color. Supervised both in-person and online symposiums with 3-10 speakers and audiences over 100.
- Designed website and all marketing and communication materials including print, electronic, and social media advertisements. Managed \$5-\$15,000 budget and mentored 5-7 interns per year.

Events Coordinator • UVa Women's Center

2010-2012

- Coordinated approximately 10 events/year that centered women's leadership, barriers facing women, and best practices for inclusion.
- Managed all event logistics for audiences ranging from 15-250 including budgets, marketing, speakers, and site locations. Partnered with Executive Director and stakeholders to amplify organizational messaging.

Select Research and Publications

Multiracial: The Kaleidoscope of Mixedness

Polity, 2022

- Coalesced 50 years of scholarship on the subject of mixed-race identity into an accessible introductory book on the topic; utilized over 450 references.
- Organized vast cross-disciplinary scholarship into interconnected themes such as race and racial identity, race and family, and race and media.

Understanding Racism: Theories of Oppression and Discrimination

SAGE, 2021

- Distilled 13 highly complex theories of how racism operates into accessible and engaging short chapters; utilized over 150 references.
- Successfully defined and explained topics such as microaggressions, implicit bias, and White privilege.

Multiracialism and Its Discontents

Lexington Books, 2016

- Data-driven book on mixed-race identity. Utilized in-depth interviewing, focus groups, and vignettes with 70 participants (both in-person and online).
- Developed codes and themes using MAXQDA and created original theory for initial and subsequent analysis.

