

HEPHZIBAH V. STRMIC-PAWL, PhD

Assistant Professor of Sociology
Manhattanville College

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EDUCATION

PhD, Sociology

University of Virginia, 2012

Dissertation: “What Are You?” Multiracial Identity and The Persistence of Racism in a ‘Post-Racial’ Society.

A comparative analysis of how Asian-Whites’ and Black-Whites’ racial identity is informed by experiences and perceptions of race and racism. The project shows that “multiracial” is an increasingly valid identity while also exposing how the hegemony of the U.S. racial hierarchy differentially shapes the identities, opportunities, and networks of Black-Whites compared to Asian-Whites.

Committee: Milton Vickerman (Chair), David Brunnsma (Virginia Tech), Allison Pugh, Josipa Roksa, Vesla Weaver

Exams: Race & Ethnic Relations (Distinction), Family

MA, Social Science

The University of Chicago, 2005

Thesis: Family Matters: Fostering Full Citizenship in African American Women.

Chair: Dorian Warren

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. *21st Century Multiracialism: A Comparative Analysis of Black-White and Asian-White Multiracials*. Under contract with Lexington Books.

Vickerman, Milton and Hephzibah Strmic-Pawl, eds. *Race and Ethnic Relations*. Forthcoming, 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. Brunσμα. Forthcoming. "Multiracialism and U.S. Racial Boundaries: The Good, the Bad, and the Ugly." In *Race, Policy, and Multiracial Americans*, edited by K. O. Korgen.

Encyclopedia Entries

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. Editor. Fall 2014. "Fall Newsletter *The Badass Sociologist: Society for the Study of Social Problems, Teaching Social Problems Newsletter*."

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. Emphasizing the 'Multi' in Multiracial: An Intersectional Approach to Multiracial Identity."

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

TEACHING

Assistant Professor of Sociology Affiliated Faculty, Women's and Gender Studies Affiliated Faculty, Social Justice Research Initiative <i>Coastal Carolina University</i> 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	2013-Current
Visiting Assistant Professor of Sociology Affiliated Faculty, African American Studies <i>College of Charleston</i> SOCY 101: Introduction to Sociology SOCY 109: Exploring Social Inequality SOCY 369/AAST 300: African American Communities SOCY 366: Race and Ethnic Relations	2012-2013
Adjunct Faculty <i>University of Virginia</i> 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	2009-2012
Teaching Assistant <i>University of Virginia</i> 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	2006-2009

OTHER EXPERIENCE

Ella Baker Day <i>Symposium Creator, Designer & Coordinator</i> Coordinated 5 Symposiums for Ella Baker Day (<i>UVa, CofC, and CCU</i>)	2011-2015
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

CONFERENCE PRESENTATIONS

Invited Presentations

Invited Critic. "Author Meets Critic: <i>Recognizing Race and Ethnicity</i> " by Kathleen Fitzgerald. Southern Sociological Society Annual Meeting. New Orleans, LA.	2015
"College Sexual Assault" Sexual Assault on Campus. Celebration of Inquiry. <i>Coastal Carolina University</i> . 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

"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 *The* 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

Panel Organizer, Presider, and/or Discussant

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, 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> , Georgetown, SC.	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

<i>Liberal Arts and Sciences Small Teaching Grant, College of Charleston</i> Funding for innovative teaching and learning activities	2013
<i>Teaching Innovations & Professional Development Award, SAGE/Pine Forge</i> Awarded to 19 graduate students and pre-tenure faculty nationwide	2010
<i>Future Faculty Certificate</i> <i>North Central Sociological Association/Midwest Sociological Society</i> Awarded to conference attendees who went to 5 or more teaching workshops	2010
<i>Lantern Society Recognition for Service & Teaching, University of Virginia</i> Secret society for the advancement of women and gender equality	2008

Research

<i>Second Place, Huskey Research Exhibition, University of Virginia</i> Graduate School of Arts & Sciences Annual Research Competition	2012
<i>Dissertation Fellowship, University of Virginia, Department of Sociology</i> Awarded annually to one sociology graduate student	2011
<i>University Dissertation Acceleration Fellowship,</i> <i>University of Virginia, Office of the Vice President of Research</i> Awarded to 15 graduate students within the University	2010

Graduate Studies

<i>Huskey Travel Fellowship, University of Virginia, Graduate School of Arts & Sciences</i>	2010, 11
<i>Society of Fellows Travel Fellowship, University of Virginia</i>	2010
<i>Tate-Booker Fellowship for Graduate Study, University of Virginia</i>	2008-09
<i>du Pont Fellowship for Graduate Study, University of Virginia</i>	2006-09
<i>Phelps-Stokes Fellowship, University of Virginia, Dept of Sociology</i>	2006-08

SERVICE & MEMBERSHIP

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: Sage, Routledge, *Ethnic and Racial Studies*, *Social Currents*, *Sociology Compass*

Professional Positions

Chair, Teaching Social Problems Division of the Society for the Study of Social Problems, 2013-2015.

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

Professional Committees

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, Status on Racial and Ethnic Minorities, Southern Sociological Society, 2013-2015.

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.

University Service

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 – current.

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

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.

Community Service

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

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

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

Membership

American Sociological Association (Asia/Asian American, Racial & Ethnic Minorities, Race, Class & Gender, Teaching and Learning)

Association for Humanist Sociology

Society for the Study of Social Problems (Family, Racial & Ethnic Minorities, Teaching Social Problems)

Sociologists for Women in Society

Southern Sociological Society