

# Monica Heilman

Indiana University  
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August 2024

## Education

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Ph.D. *In Progress, Expected June 2025*

Sociology, Indiana University Bloomington

*Dissertation:* “Morally Fraught Identities: How Multiracial Individuals Navigate Race and Whiteness”

*Committee:* Dina Okamoto (co-chair), Jessica Calarco (co-chair), Jennifer C. Lee, Hyeyoung Kwon, Sylvia Martinez (Education)

*Ph.D. Minor:* Social Science Research Methods (qualitative focus)

M.A. Sociology, Indiana University Bloomington 2020

*Thesis:* “Intentional Inconsistencies: How Multiracial Individuals Craft ‘Racial Elevator Speeches’ to Mitigate Racial Microaggressions”

B.A. University of Denver, Sociology (with Honors), Art, *Magna Cum Laude* 2014

## Research Interests

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Race and Ethnicity, Multiraciality, Social Inequality, Identity, Social Psychology, Family, Education, Qualitative Methodology, Arts-based Research

## Publications

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Heilman, Monica. 2022. “The Racial Elevator Speech: How Multiracial Individuals Respond to Racial Identity Inquiries.” *Sociology of Race and Ethnicity* 8(3):370–85.

Heilman, Monica and Jessica Calarco. 2022. “Home is Where it Happens: A Visual Essay on Pandemic Parenting for Employed Mothers.” *Visual Studies* 38(3–4):571–74.

Heilman, Monica. 2020. “Halmoni” and “Paternal Grandmother.” *Journal of Asian American Studies* 23(3):319-321.

## Other Publications

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Osili, Una, [et al. including Monica Heilman] 2021. “Everyday Donors of Color: Diverse Philanthropy During Times of Change.” *Lilly Family School of Philanthropy*. (Report)

## **Papers In Progress**

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Heilman, Monica. “Multiracial Young Adults’ Experiences of Whiteness as a Wage, Tax, and Contingent Status.” (*under review*)

Heilman, Monica and Lisa Martinez. “Racial Reminders and References: Interactions that Shape Racial Identity Prominence for Multiracial Individuals.” (*manuscript available upon request*)

Marrow, Helen B., Dina G. Okamoto, and Monica Heilman. “Security Threats, Discomfort, and the Meanings of Racially-Diverse Neighborhoods for U.S.-Born Whites”

Li, Pei-Jung and Monica Heilman. “Reimagining Research: Applying Creative Inquiry to Represent the Experiences of Asian International and Multiracial Students.”

Heilman, Monica. “Analyzing with Art: Sketching as Visual Memos.”

Heilman, Monica. “An Arts-Based Analysis of Whiteness within Multiracial Identity.”

Osili, Una, [et al. including Monica Heilman] “Understanding Latinx Philanthropy.”

## **Fellowships, Grants, & Honors**

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2024	Seidler Graduate Paper Competition Award, Third Place, North Central Sociological Association (NCSA)
2023-24	President’s Diversity Dissertation Fellowship, University Graduate School, Indiana University
2023-24	Philanthropic Educational Organization (P.E.O.) Scholar Award, International Chapter of P.E.O. Sisterhood
2023-24	Lindesmith-Mullins Fellowship, Department of Sociology, Indiana University
2019, 22-24	Conference Travel Grant, Department of Sociology, Indiana University
2022	Graduate & Professional Student Government Research Award, Indiana University
2021	Graduate Student Research Grant, Center for Research on Race and Ethnicity in Society, Indiana University
2021	Asian American Studies Graduate Research Grant, Asian American Studies Program, Indiana University
2021	Ford Foundation Predoctoral Fellowship, Honorable Mention

2021	Midwest Sociological Society Student Participation Grant
2020-21	Lindesmith Fellowship, Department of Sociology, Indiana University
2020	Asian American Studies Creativity Showcase Winner, College of Arts and Sciences, Indiana University
2018-20	Graduate Fellowship, College of Arts and Sciences, Indiana University
2019	Midwest Sociological Society Travel Grant
2018	Anna L. Homquest Fellowship, Department of Sociology, Indiana University
2014-16	Fulbright English Teaching Assistantship Grant
2013-14	PinS (Partners in Scholarship) Grant, University of Denver
2014	Wilbert E. Moore Award for Outstanding Scholarship, Department of Sociology, University of Denver
2010-14	Provost Scholar, University of Denver

## **Research Experience**

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*Graduate Research Assistant*, Center for Research on Race and Ethnicity in Society, Indiana University, January 2019-2023, 2024-current

- Managed communications through weekly email newsletters and social media accounts
- Created public-facing resources and maintained Center website
- Planned, promoted, and facilitated Center events
- Supervised undergraduate interns

*Research Assistant*, Lilly Family School of Philanthropy, Indiana University Indianapolis, PI: Una Osili, February 2021-June 2022

- Projects: 1) Everyday Donors of Color, 2) Declining Donors, 3) Understanding Latinx Philanthropy
- Analyzed focus group data through coding and thematic analysis
- Produced focus group summary reports
- Collaboratively wrote and edited final research briefs and reports

*Research Assistant*, Social Networks and Parenting Study, Indiana University, PI: Jessica Calarco, May-August 2019, January-December 2021

- Contributed to research project design, interview guide development and editing
- Recruited participants and trained junior project members
- Conducted interviews in-person and via Zoom for two study waves
- Engaged in preliminary data analysis, field notes, and analytic memos

*Research Assistant, Perceptions of High School Bullying in US and South Korea, Indiana University, PI: John Kennedy, June 2019-January 2020*

- Developed and distributed a multinational survey distributed through a Qualtrics survey in the U.S. and the Korea Academic Multimode Open Survey (KAMOS) in South Korea
- Preliminary results and methodology were presented at the Asian Network for Public Opinion Research (ANPOR) Annual Conference in the session: “Multinational Survey Research and Survey Experiments: A Small Step,” Chiang Mai, Thailand, Nov. 2019

*Research Assistant, Art Collectors as Reflections of the Fine Arts Field, Indiana University, PI: Fabio Rojas, September 2018 - April 2019*

- Conducted preliminary coding and analysis of interviews with art collectors

## **Teaching Experience**

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*Instructor of record, Indiana University, 2020-2023*

Responsible for developing curriculum, lecture material, managing learning management system (Canvas), office hours, and grading to in-person and online classes of 45-55 students

- Race and Ethnic Relations (S335)
- Social Problems and Policies: Racism as a Social Problem (S101)

*Teaching Assistant, Indiana University, Sociology Department, 2018-2020*

Responsible for grading, facilitating class-wide and small group discussions, and individual instruction as needed to in-person classes of 70-80 students

- Criminology (S325)
- Race and Ethnic Relations (S335)
- Social Problems and Policies: Medicine in America (S101)

*Fulbright English Teaching Assistantship, Fulbright Korean-American Educational Commission, South Korea, 2014-2016*

- Taught English to over 1,800 high school students in classes of 25 to 42 students
- Developed original lesson plans and textbook-based lessons
- Planned and taught after-school classes for advanced students, English club activities & weekly adult English classes for teachers

## **Conference Presentations**

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| 2024 | “White Wage, White Tax: Multiracial Young Adults’ Identification and Experiences with Whiteness,” American Sociological Association Annual Meeting, Montréal, Canada.                |
| 2024 | “An Arts-Based Analysis of Whiteness within Multiracial Identity,” Critical Mixed Race Studies Conference, Columbus, OH.   |
| 2024 | “Wages of Whiteness? Multiracial Young Adults’ Experiences of Whiteness as a Contingent Status, Wage, and Tax,” North Central Sociological Association Annual Meeting, Columbus, OH. |

- 2023 “Becoming White? The Role of Whiteness in Multiracial Identity,” American Sociological Association Annual Meeting, Philadelphia, PA.
- 2022 “Exploring the Possibilities of Arts-Based Research,” North Central Sociological Association Annual Meeting. Indianapolis, IN.
- 2021 “Racial Reminders and References: How Multiracial Individuals Construct Racial Identity through Interactions,” American Sociological Association Annual Meeting (virtual).
- 2021 “Intentional Inconsistencies: How Multiracial Individuals Craft ‘Racial Elevator Speeches’ to Mitigate Racial Microaggressions,” Midwest Sociological Society Annual Meeting (virtual).
- 2020 “How Multiracial Individuals Use ‘Racial Elevator Speeches’ to Field Inquiries about Race,” American Sociological Association. (*Session cancelled due to COVID-19*)
- 2019 “Reminders and References: How Others’ Racial Appraisals Shape Multiracial Identities,” Researching the Margins Qualitative Research Symposium, Indiana University, Bloomington, IN.
- 2019 “Linguistic Shortcuts and Self-Preservation: How Multiracial Individuals Use ‘Racial Elevator Speeches’ to Field Inquiries about Race,” Researching the Margins Qualitative Research Symposium, Indiana University, Bloomington, IN.
- 2019 “What Are You? Lived vs. Learned Multiracial Identities,” CRRES Graduate Student Research Symposium, Indiana University, Bloomington, IN.
- 2019 “The Relationship between Racial Ancestry and Multiracial Identity” (with Ben Hartmann), Midwest Sociological Society Annual Meeting, Chicago, IL.
- 2019 “What Are You? Lived vs. Learned Racial Identity among Multiracial Asians,” Asian American Research Symposium, Indiana University, Bloomington, IN.

### **Invited Presentations & Guest Lectures**

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- 2024 “The Racial Elevator Speech” in Asian American Experience, Department of American Studies, University of Notre Dame.
- 2023 “Panel in Arts, Activism, and Research” (with Vivek Vellanki, Shazia Akhtar, and Pei-Jung Li), Asian Culture Center, Indiana University, Bloomington, IN.
- 2023 “The Racial Elevator Speech” in Qualitative Research Methods, Pitzer College.
- 2022 “Asian American Identity, Activism, and Civic Engagement” workshop at Asian Culture Center “Retracing Our Roots” Annual Retreat, Martinsville, IN.
- 2022 “Visual Methodologies and Arts-Based Research” (with Javier Cardona Otero and Darshana Devarajan), School of Education, Indiana University, Bloomington, IN.

- 2022 “Let's talk about mentoring: roundtable with graduate students and recent graduates” (with Jennifer Park and Lekeah Durden), Graduate Mentoring Center, Indiana University, Bloomington, IN.
- 2020 “Race, Representation, and Art” (with Terri Francis and Vivek Vellanki), Center for Research on Race and Ethnicity Coffee Hour, Indiana University, Bloomington, IN.
- 2020 “An Open Letter to Faculty Teaching Graduate Courses,” Asian American Studies and the College Office for Diversity and Inclusion Community Conversation Hour: COVID-19 and Asian American Racism, Indiana University, Bloomington, IN.
- 2020 “Academic Personal Websites and Web Presence for Sociologists” Workshop (with Jessica Calarco and Rashawn Ray), Indiana University, Bloomington, IN.
- 2019 “Visual Voices: Using Art Activism for Self-Care and Social Change,” Workshop at the Indiana Asian American Conference, Indiana University, Bloomington, IN.

### **Service**

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- 2018-current Asian American Studies Graduate Advisory Board, College of Arts and Sciences, Indiana University
- 2018-current Center for Research on Race and Ethnicity in Society Research Symposium Planning Committee, Indiana University
- 2020-2022 Diversity, Equity, and Inclusion Committee, Department of Sociology, Indiana University
- 2019-2020 Preparing Future Faculty Conference Planning Committee, College of Arts and Sciences, Indiana University
- 2019-2020 Interpreting Inequality Conference Planning Committee, Department of Sociology and Center for Research on Race and Ethnicity in Society, Indiana University
- 2018-2019 Race Workshop Organizer, Department of Sociology, Indiana University

### **Manuscript Reviewer**

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Social Forces, Social Problems, Visual Studies

### **Professional Affiliations**

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Alpha Kappa Delta  
 Alpha Lambda Delta  
 American Sociological Association  
 Section on Asia and Asian America

Section on Culture  
Section on Education  
Section on Racial and Ethnic Minorities  
Section on Social Psychology  
Center for Research on Race and Ethnicity in Society, Indiana University  
Critical Mixed Race Studies Association  
Hoosier Asian American Power  
Phi Beta Kappa (inducted as junior)  
National Mortar Board, Kedros Chapter  
National Society of Collegiate Scholars  
North Central Sociological Association