

Monica Heilman

Lafayette College

Department of Anthropology and Sociology

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July 2025

Education

- Ph.D. Indiana University Bloomington, Sociology, 2025
- 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 (School of Education)
 - Minor: Social Science Research Methods (qualitative focus)
- M.A. Indiana University Bloomington, Sociology, 2020
- B.A. University of Denver, Sociology, Art, 2014
- Magna Cum Laude, Honors in Sociology

Academic Employment

2025- Visting Assistant Professor of Sociology, Lafayette College

Research Interests

Race and Ethnicity, Multiraciality/Mixed Race, Social Inequality, Family, Education, Qualitative Methodology, Arts-based Research

Publications

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

Osili, Una, [et al. including Monica Heilman] 2023. “Latinx Philanthropy: Understanding Generosity Trends Across Latinx Communities in the U.S.” *Lilly Family School of Philanthropy*. (Report)

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 Under Review

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

Papers In Progress

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

Heilman, Monica. “‘I love him but sometimes he doesn’t understand race’: The Hidden Labor of Children in Multiracial Families.”

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.”

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 |

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| 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

Graduate Research Assistant, Center for Research on Race and Ethnicity in Society, Indiana University, January 2019-2023, 2024-2025

- Managed communications through weekly email newsletters and social media accounts
- Developed and maintained Center website, including creation of public-facing resources
- Planned, promoted, and facilitated Center events
- Trained and 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
- Developed codes and themes for data analysis
- Produced focus group analytic memos for use across research teams
- Collaborated on write-up and editing of 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 analysis of interviews with art collectors
- Developed focused codes and thematic summaries

Teaching Experience

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) (*two semesters*)
- 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) (*two semesters*)
- 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

Teaching Assistant, University of Denver, Sociology Department, 2013-2014

Responsible for grading, holding office hours, and individual instruction as needed for a large in-person, introductory course

- Understanding Social Life (SOCI 1810)

Conference Presentations

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| 2025 | “Mom You Can’t Sing the N-Word: Bidirectional Ethnic-Racial Socialization in Multiracial Families,” North Central Sociological Association Annual Meeting, Lexington, KY. |
| 2025 | “I love him but sometimes he doesn’t understand race: The Hidden Labor of Children in Multiracial Families,” Asian American Research Symposium, Indiana University, Bloomington, IN. |
| 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

- 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

- 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

Social Forces, Social Problems, Visual Studies, Journal of Contemporary Ethnography

Professional Affiliations

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