

Candice L. Idlebird

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PROFESSIONAL SUMMARY

Creative diversity educator with in-depth expertise in race relations, multiculturalism, social justice, equity, and inclusion. Ability to develop state-of-the-art, innovative diversity programs from concept to implementation that align with institutional mission and actualize strategic goals. Versatile trainer with ability to communicate effectively and provide innovative approaches to emerging diversity issues. Action-oriented, service-driven professional with strong communication skills and ability to multi-task to meet critical deadlines.

TEACHING AND RESEARCH INTERESTS

RESEARCH: Criminology, Race and Ethnic Studies, Crime and Power

TEACHING: Criminology, Criminological Theory, Introduction to Ethnic Studies, Race and Ethnic Inequality, Social Inequality, and Sociological Theory.

EDUCATION

Texas A&M University (TAMU), Department of Sociology, College Station, TX
Ph.D. in Sociology, December 2016 (Degree conferred on December 16, 2016).

Criminology & Race/Ethnicity

Dissertation: "Racist Framing in the Criminal Justice System"

Advisor: Dr. Joe R. Feagin (Dissertation successfully defended on October 21, 2016).

Texas A&M University, Department of Sociology, College Station, TX
M.S. in Sociology, May 2012

Thesis: "Uncovering the Blind Eye of Lady Justice through the Minds of Power"

Advisor: Dr. Joe R. Feagin

University of Central Missouri (UCM), Warrensburg, MO
B.S. in Sociology, December, 2008

TEACHING EXPERIENCE

Lecturer (Instructor of Record), Department of Sociology, Sam Houston State University, Spring 2014- Present

- Instruct a diverse pool of students
- Teach courses in Introduction to Ethnic Studies, SOCI 2319 (40-80 students)
- Professor for Race and Ethnic Relations course, Sociology 3355
- Professor for Social Inequality, Sociology 3324
- Evaluate and document data in Race and Ethnic Studies
- Develop curriculum for Sociology 2319 and Sociology 3355
- Advise students on academic plan and course selection
- Grade assignments and provide feedback
- Create and administer PowerPoints and lectures
- Correspond with the students during open office hours and through e-mail correspondence
- Host visiting scholars and dignitaries

Lecturer (Blackboard Online System), Department of Sociology, Sam Houston State University, Fall 2015- Present

- Teach Introduction to Ethnic Studies, SOCI 2319 (40-80 students) in an online setting
- Professor for Social Inequality, Sociology 3324
- Administer lectures through the blackboard system
- Create announcements bi-weekly
- Create and administer PowerPoints and lectures
- Develop curriculum and administer lectures in weekly sessions
- Grade assignments and provide feedback
- Correspond with the students during open office hours and through e-mail correspondence
- Instruct a diverse pool of students
- Advise students on academic plan and course selection

Diversity Educator, Department of Multicultural Affairs, Division of Student Affairs, Texas A&M University, Fall 2016-December 2016 (upon graduation)

- Facilitated seminars and workshops (12 +) that address contemporary issues of diversity, equity, and inclusion
- Facilitated 2 seminars for a let's talk series for unpacking election results

- Supervise staff of 5 associates and student facilitators
- Lead panel and individual presentations on appreciation vs. appropriation, micro-aggressions, cultural appropriations, power and privilege, and self-identity
- Develop curriculum for Aggies 2 Aggies program which promotes equality to campus leaders
- Developed best research practices to prepare a new program for Aggies 2 Aggies
- Conduct in-service trainings of 5 student facilitators in methods and implementing presentations

Graduate Lecturer, (Instructor of Record) Department of Sociology, Texas A&M University, Fall 2012-Spring 2015

- Taught courses including Introduction to Sociology (120-140 students)
- Developed course in a three section phase with a focus on race and ethnic relations, religion, crime and deviance
- Engaged diverse group of students in discussions on complex, emerging issues
- Evaluated and documented data in the Sociology course
- Advised students on academic plan and course selection
- Hosted visiting scholars and dignitaries

TEACHING ASSISTANTSHIPS

**Teaching Assistant to Professor Reuben May. Department of Sociology, Texas A&M University
Sociology of Sport and Sociology of African Americans, Fall 2011-Spring 2012**

- Conducted guest lectures when needed
- Advised students on course information to assist them on successful strategies to complete the course (80-105 students)
- Graded the exams
- Corresponded through e-mail and in person as a student advocate

RESEARCH ASSISTANTSHIPS

Research Assistant, Dr. Joe R. Feagin & Dr. Jane Sell. Department of Sociology, Texas A&M University, Race Relations & Social Psychology, Spring 2015

- Collected research data
- Evaluated and documented data in race and criminology
- Created multiple readings lists
- Created annotated bibliographies

Research Assistant to Professor Joe R. Feagin. Department of Sociology, Texas A & M University, Race Relations, Aug. 2009-May 2011

- Evaluated and documented data in race and criminology
- Created multiple readings lists
- Created annotated bibliographies
- Worked diligently on writing style for publications

Research Assistant, Dr. Stewart Hysom. Department of Sociology, Texas A&M University, Social Psychology, Fall 2009-Spring 2010

- Evaluated and documented data in race and criminology
- Created multiple readings lists
- Created annotated bibliographies

ADDITIONAL WORK EXPERIENCE

Apartment Manager, Department of University Housing, University of Central Missouri, Fall 2008-Summer 2009

- Maintains properties (7) by investigating and resolving tenant complaints
- Provided emergency on-call key entry for dorms, family housing apartments, and on-campus townhomes
- Enforcing rules of occupancy
- Inspecting vacant units and planning renovations
- Responding to emergencies.
- Enforces occupancy policies and procedures by confronting violators.
- Updates job knowledge by participating in educational opportunities
- Interviewed potential candidates for job openings (15) and assisted in the final selection process
- Look after apartment building and housing to make sure it is in good working order, looks clean and well-maintained and everything is in working order

Student Assistant, Office of Accessible Services, University of Central Missouri, Spring 2007-Fall 2008

- Assisted students in a classroom environment or task that permit a student with a disability to participate in the educational process, I was required to take notes for 15+ students due to their disability
- I tutored 3 students outside of the department following the request of the administrator to be a private tutor for student courses

- Provision of auxiliary aids and services through reading exams to students and inputting answers provided by the students based on their needs
- Typing an essay exam for the student to ensure they were able to complete the course
- Provided other adaptations or modifications (50-100 students per semester) that enable a student to enjoy the benefits and privileges of the university's programs, services, and activities through assisting the students to navigate throughout the campus

PUBLICATIONS

Hill, C. "Uncovering the Blind Eye of Lady Justice Through the Minds of Power." *Contemporary Justice Review*. [Under review]

Hill, C., & Kreiner, D.S. (2008). "The Relevance of Change Blindness in the Visual Perception of a Crime." *The McNair Journal*, Vol. XVII [abstract].

WORKS IN PROGRESS

Idlebird, C. & Feagin, J. (2016) "Powerful criminal justice official's racist framing from a pro-white perspective." *University of California Press, RESI edition*.

Idlebird, C. (2016) "An examination of the powerful elites in the criminal justice system in collaboration with Vold's conflict theory." *Theoretical Criminology*.

PRESENTATIONS

Idlebird, C. (2017, February). "PBS Black America since MLK – Exclusive preview screening and discussion." Facilitator/Guest Speaker, Dallas, TX.

Hill, C. (2013, November). "Uncovering the Blind Eye of Lady Justice Through the Minds of Power." Paper presented at the American Criminology Conference, Atlanta, GA.

Hill, C., & Kreiner, D.S. (2008, September). "The Relevance of Change Blindness in the Visual Perception of a Crime." Paper presented at the Heartland McNair Research Conference, Kansas City, MO.

REVIEWER

Manza, J. (2017, February). "The Sociology project 2.5." REVEL, Pearson. Console.

COMMUNITY AND COLLEGE SERVICES EXPERIENCE

- Guest Speaker, 2017, PBS Black America since MLK – Exclusive preview screening and discussion, Bank of America, Dallas Texas.
- Diversity Educator, Department of Multicultural Affairs, Division of Student Affairs, Texas A&M University

- Judge, 2016, Texas Junior Science and Humanities Symposium, Texas A&M University
- Class review, 2016, The Center for Community Engagement, 6th grade Huntsville Intermediate School Initiative
- School-based policing and safety project, 2013, focusing on the school to prison pipeline. In conjunction with the NAACP-LDF, the National Center for Youth Law, and Texas Appleseed
- Graduate Student Council Delegate, 2013, Texas A&M University
- Multicultural and Diversity Committee, 2013, Texas A&M University

HONORS AND AWARDS

Diverse Dissertation Nomination, by Dr. Joe Feagin, for 2017 ASA conference

Dissertation Fellowship Award, Texas A&M University, Office of Graduate Studies, 2015

Academic Recognition Scholarship, Texas A&M University, 2013

Diversity Fellowship, Texas A&M University, 2009-2012

Alpha Kappa Delta, 2009

Sisters of Ujima Scholarship, Aug 2008

1st place, Missouri Undergraduate Psychology Conference, 2008

McNair Scholar, UCM, Ronald E. McNair Post baccalaureate Achievement Program, 2007-2008

McNair Intern, UCM, McNair Summer Research Institute, May-Aug 2008

Sociology Club, UCM, Secretary, 2007