

# Sonia Xiarui Giebel

## Curriculum Vitae

Social Science Center Berlin (WZB)  
Reichpietschufer 50, 10785 Berlin

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@GiebelSonia

## APPOINTMENTS

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Postdoctoral Researcher Global Sociology   Social Science Center Berlin (WZB)	2023-present
Dahrendorf Visiting Postdoctoral Fellow St. Antony's College   University of Oxford	Jan.-July 2025

## EDUCATION

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Ph.D., Sociology of Education, Higher Education Stanford University Committee: anthony antonio, Aliya Saperstein, Shelley Correll, Mitchell Stevens	2023
M.A., Sociology Stanford University	2021
B.A., English <i>with honors</i> , Minors: Sociology (Bryn Mawr College) & Education <i>Magna Cum Laude, Phi Beta Kappa</i> Haverford College	2014

## RESEARCH INTERESTS

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Race & Ethnicity | Organizations | Higher Education | Comparative & International Education  
Gender | Qualitative & Computational Methods

## ACADEMIC PUBLICATIONS

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(\*equal authorship, ^ student coauthor)

### Books

**Giebel, S.** *Diversity in Pieces: Multiracial College Applicants and the Appraisal of Race*, under contract at the University of Chicago Press.

### Peer Reviewed Journal Articles

Alvero, A.\*, **Giebel, S.\***, Pearman, a. (2024). "Income and Campus Application Disparities Among European and Non-European Heritage Hispanic Undergraduate Applicants." *PNAS Nexus*.

**Giebel, S.** (2023). "As Diverse as Possible?: How Universities Compromise Multiracial Identities." *Sociology of Education*.

**Giebel, S.**, Alvero, A., Gebre-Medhin, B., & antonio, a. (2022). "Signaled or Suppressed?: How Gender Informs Women's Undergraduate Applications in Biology and Engineering." *Socius: Sociological Research for a Dynamic World*.

Gebre-Medhin, B., **Giebel, S.**, Alvero, A., Antonio, A., Domingue, B., & Stevens, M. (2022). "Application Essays and the Ritual Production of Merit in US Selective Admissions." *Poetics*.

Alvero, A. **Giebel, S.** Gebre-Medhin, B., Antonio, A., Stevens, M., & Domingue, B. (2021). "Essay Content is Strongly Related to Household Income and SAT Scores: Evidence from 60,000 Undergraduate Applications." *Science Advances*.

**Select Media Coverage:** [\*The New York Times\*](#), [\*Wall Street Journal Opinion\*](#), [\*The Economist\*](#)

Chaturapruek, S., Dalberg, T., Thompson, M., **Giebel, S.**, Harrison, M., Johari, R., Stevens, M., & Kizilcec, R. (2021). "Studying Undergraduate Course Consideration at Scale." *AERA Open*.

Alvero, A., Antonio, A., Arthurs, N., Domingue, B. Gebre-Medhin, B. **Giebel, S.**, & Stevens, M. (2020). "AI and Holistic Review: Informing Human Reading in College Admissions." *In Proceedings of the AAAI/ACM Conference on AI, Ethics, and Society* (pp. 200-206).

### Book Chapters

Stevens, M. & **Giebel, S.** (2020). "The Paradox of the Global University." in *The World Class University* edited by S. Rider and M. Peters. New York, NY: Springer.

### Under Review

**Giebel, S.**, Nürnberg, C., Soysal, Y., "Diversity' in an Age of Global Ambition: The Case of German Excellence Universities." *Revise and Resubmit at European Journal of Higher Education*

### Manuscripts In Preparation

**Giebel, S.** "Among the Majority or a New Minority?: How Asian-White College Applicants Draw the Boundaries of Affirmative Action." *In preparation for submission to the American Sociological Review (full manuscript available)*

**Giebel, S.** Song, D., Antonio, A. "Absent, Adjacent, or in Aggregate?: The Racial Positioning of Asian-Americans in Education Policy Research." *In preparation for submission to Educational Researcher (full manuscript available)*

**Giebel, S.**, Soysal, Y., Munnes, S., Zippel, K., Caglar, G. "Motivating Meritocracy, Defining Diversity: How German, British, American, and Indian University Describe Diversity." *In preparation for submission to Comparative Education Review*

Matheny, K., **Giebel, S.** Hernandez, P., & Horwitz, I. "Monitored Mobility: How First-Generation, Low-Income Students at an Elite College Navigate Major Selection." *In preparation for submission to Sociology of Education*

### FELLOWSHIPS, GRANTS, & AWARDS

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Stanford Interdisciplinary Graduate Fellowship	2020-
<i>Awarded to graduate students pursuing interdisciplinary research</i>	2023
Office of the Vice Provost for Graduate Education, Stanford University	
Stanford University Community Impact Award	2021
<i>Honors profound dedication to the university and overall Stanford community</i>	
Stanford Alumni Association, Stanford University	

Institute of Education Sciences Fellowship Program in Quantitative Education Policy Analysis <i>Awards fund doctoral student training in quantitative education policy analysis.</i> Center for Education Policy Analysis, Stanford University	2019- 2021
East Asia Graduate Summer Grant Center for East Asian Studies, Stanford University	2019
Student Projects for Intellectual Community Enhancement (SPICE) Grant <i>Awards fund student-led projects that promote intellectual community on campus.</i> Vice Provost for Graduate Education, Stanford University	2019
I. James and Viola Quillen Fellowship <i>Award funds doctoral student training in the GSE.</i> Stanford Graduate School of Education, Stanford University	2017
Fulbright English Teaching Assistantship, Vietnam Quảng Nam University, Tam Ky, Vietnam	2014
Phi Beta Kappa Academic Honor Society	2014
Magill-Rhoads Scholar <i>Awarded for academic and philanthropic excellence</i> Haverford College	2010- 2014

## CONFERENCE PRESENTATIONS & INVITED TALKS

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European Studies Seminar Series, St. Antony's College, University of Oxford <b>Giebel, S.</b> "Checking Multiple Boxes: Defining Diversity in Global Higher Education."	2025
Anti-Asian Racism in Germany Working Group, Humboldt University <b>Giebel, S.</b> "Diversity in German Higher Education: The Absence or Emergence of Race?"	2024
Sociology of Education Seminar, Bryn Mawr College <b>Giebel, S.</b> "Contemporary Issues in US Selective College Admissions"	2024
Consortium for Higher Education Researchers, Luxembourg, Luxembourg <b>Giebel, S.,</b> Soysal, Y., Nürnberg. C.^ "Diversity' in an Age of Global Ambition: The Case of German Excellence Universities."	2024
American Sociological Association, Montreal, QC <b>Giebel, S.</b> "Among the Majority or a New Minority?: How Asian-White College Applicants Draw the Boundaries of Affirmative Action." <b>Giebel, S.,</b> Khanna, S., Marbach, L. Soysal, Y., Zippel, K., Caglar, G. "Defining Diversity in Global Higher Education: Computationally Comparing India, the UK, and Germany."	2024
European Group on Organizational Studies, Milan, Italy <b>Giebel, S.,</b> Soysal, Y., Nürnberg. C.^ "Deutsche Diversity in an Age of Global Ambition: The Case of German Excellence Universities."	2024

- Association for Asian American Studies, Seattle, WA 2024  
**Giebel, S.** Song, D. Antonio, A. “Always Absent? The Racial Positioning of Asian Americans in Education Policy Research.”
- American Education Research Association Annual Meeting, Philadelphia, PA 2024  
**Giebel, S.** “Concentrated Disadvantage or Cosmopolitan Cloak? How Asian-White College Applicants Understand Their Contributions to Diversity.”
- American Education Research Association Annual Meeting, Chicago, IL 2023  
 Matheny, K., **Giebel, S.**, Hernandez, P., & Horwitz, I. “Monitored Mobility: How Gender and Social Class Shape Mobility Projects  
 Alvero, A.\* **Giebel, S.\***, Pearman, F. “Income and Campus Disparities Among Hispanic-Identifying University of California Applicants: Implications for Hispanic-Serving Institution Designation.”
- American Sociological Association Annual Meeting, Los Angeles, CA 2022  
 Matheny, K., **Giebel, S.** Hernandez, P., & Horwitz, I. “Monitored Mobility: How First-Generation, Low-Income Students at an Elite College Navigate Major Selection.”
- National Association for College Admissions Counselors, Seattle, WA 2021  
**Giebel, S.** & Alvero, A. “Admissions Essays are Strongly Related to Household Income and SAT Scores.”
- American Sociological Association Annual Meeting (Virtual) 2021  
**Giebel, S.** “Where’s the Multiracial Group? How University Practices Construct Multiracial Identities”  
**Giebel, S.** & Alvero, A. “Gender, Class, and the Pursuit of Academic Inspiration: Lessons from Undergraduate Application Materials”
- American Educational Research Association Annual Meeting (Virtual) 2021  
**Giebel, S.** & Alvero, A. “Gender and the Pursuit of Academic Inspiration: Lessons from Undergraduate Application Materials”
- Association for the Study of Higher Education Annual Meeting (Virtual) 2020  
**Giebel, S.** & Alvero, A. “Surfacing Gender Patterns in Undergraduate Application Materials”
- American Sociological Association Annual Meeting (Virtual) 2020  
**Giebel, S.** “Both, Either, or Neither: The Classification of Multiracial Undergraduate and the Specter of Institutional Interests”  
 Gebre-Medhin, B., **Giebel, S.** Alvero, A. Antonio, A., Stevens, M., Domingue, B. “Applications Essays and the Performance of Merit in US Selective Admissions.”
- American Educational Research Association Annual Meeting (Virtual) 2020  
**Giebel, S.** “Both, Either, or Neither: The Classification of Multiracial Undergraduate and the Specter of Institutional Interests”
- Sociology of Education Annual Meeting, Pacific Grove, CA 2020  
**Giebel, S.**, Alvero, A., Gebre-Medhin, B. “The Co-Creation of Narratives of Academic Worth in Undergraduate Admissions: Evidence from a Corpus

of 826,624 College Essays.”

The World Class University, A Contested Concept, Uppsala, Sweden <b>Giebel, S.</b> “The Paradox of the Global University”	2019
European Group on Organizational Studies (EGOS), Edinburgh, United Kingdom Stevens, M. & <b>Giebel, S.</b> “The Paradox of the Global University”	2019
Theory and Data in History of Education Colloquium, Stanford University <b>Giebel, S.</b> “The Paradox of the Global University”	2019

## **RESEARCH EXPERIENCE**

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Graduate School of Education, Stanford University <a href="#">Student Narratives Lab</a> Principal Investigators: Mitchell Stevens, anthony antonio, Ben Domingue	2019-2022
Graduate School of Education, Stanford University <a href="#">Students Pathways Lab</a> Principal Investigator: Mitchell Stevens	2017-2021
Graduate School of Education, Stanford University <a href="#">Civic Life of Cities</a> Principal Investigator: Walter W. Powell	2017-2018
Research Assistant, Sociology Department, Bryn Mawr College Advisors: David Karen, Robert Washington Publication: Karen, D., & Washington, R. E. (2015). <i>Sociological perspectives on sport: The games outside the games.</i>	2013-2014

## **ACADEMIC TEACHING EXPERIENCE**

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### **Teaching Assistant | Stanford University**

EDUC 288/SOC 271: Organizational Analysis Teaching Assistant for Walter W. Powell. Provided teaching and grading support.	Winter 2019, Winter 2020
EDUC 199A-C: Undergraduate Honors Seminar Teaching Assistant for Ari Kelman. Provided teaching support and mentorship for undergraduate students pursuing an honors thesis.	AY Year 2019-2020
EDUC/SOC 273: Gender and Higher Education: National and International Perspectives Teaching Assistant for Christine Min Wotipka. Provided teaching and grading support, and led weekly discussion sections	Spring 2018
EDUC 220D/HIST 258E: History of School Reform: Origins, Policies, Outcomes, and Explanations Teaching Assistant for David Labaree. Provided teaching and grading support, and led weekly discussion sections.	Fall 2018

## PROFESSIONAL SERVICE & LEADERSHIP

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Reviewer: *American Sociological Review*, *Ethnic and Racial Studies*, *Socius: Sociological Research for a Dynamic World*, *Sociology of Race and Ethnicity*, *Sociology of Education*, *Sociological Perspectives*, *Educational Researcher*, *AERA Open*

Sociology and Education (SEA) Board Member	2026-2028
Representative to the Academic Council, WZB	2025-2026
Selection Committee Member, Flexible Funding Research Grants, WZB	2024
Search Committee Member, IDEAL Provost Fellows, Stanford University	2021-2022
Mentor, Stanford Graduate School of Education Mentorship Program	2018-2022
President, Stanford Graduate School of Education Student Guild	2019-2021
Director, Sociology and Education Network, Stanford University	2018-2020
Academic Chair, Stanford Graduate School of Education Student Guild	2018-2019
Cohort Representative, Stanford Graduate School of Education Student Guild	2017-2018

## PROFESSIONAL ASSOCIATIONS

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American Sociological Association  
Section Membership: Race, Gender, & Class; Sociology of Education; Organizations, Occupations, and Work  
Sociology of Education Association  
American Educational Research Association (Division J)  
Association for the Study of Higher Education  
European Group for Organizational Studies  
Consortium for Higher Education Researchers

## NON-ACADEMIC EMPLOYMENT

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Admission Counselor, Coordinator of Multicultural Recruitment, International Liaison, Haverford College Read & assessed ~3,000 applications; helped decide every application Assessed applications for and organized annual fly-ins for 60 students from underrepresented backgrounds Coordinated Multicultural Recruitment Intern program	2015-2017
Outside Admissions Reader, Haverford College	2017-present
Application Reviewer for College Match Program, Questbridge	2017-2019
Fulbright English Teaching Assistant, Quảng Nam University, Tam Kỳ, Vietnam Teacher in the Foreign Affairs and Foreign Languages departments	2014-2015

## LANGUAGES SPOKEN

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English (Native fluency); German (bilingual second language; spoken fluency, intermediate writing, advanced reading)