

# Paul R. Croll

January 2024

Department of Sociology & Anthropology  
Augustana College  
639 38th Street

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Rock Island, IL 61201

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## ACADEMIC APPOINTMENTS:

- 2022- Professor of Sociology, Augustana College, Rock Island, IL
- 2014-2022 Associate Professor of Sociology, Augustana College, Rock Island, IL
- 2008-2014 Assistant Professor of Sociology, Augustana College, Rock Island, IL

## EDUCATION:

- 2008 Ph.D., University of Minnesota, Department of Sociology
- 1994 B.A. with Honors, Northwestern University, Evanston, IL  
Majors: Mathematical Methods in the Social Sciences and Sociology

## AREAS OF SPECIALIZATION:

Race and Ethnic Relations, Whiteness, Inequality, Racial Attitudes in the United States, Critical Race Theory, Social Construction of Race, Survey Methodology, Survey Research, Quantitative Methods

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## PUBLICATIONS:

### BOOKS

Kivisto, Peter and Paul R. Croll. 2011. *Race & Ethnicity: The Basics*. Routledge.

### JOURNAL ARTICLES

Hunt, Matthew O., Paul R. Croll, and Maria Krysan. 2021/2022 (Online/Print). "Public Beliefs about the Black/White Socioeconomic Status Gap: What's "Upbringing" Got to Do with it?" *Social Science Quarterly* 103(1): 82-89.

Croll, Paul R. and Joseph Gerteis. 2017/2019 (Online/Print). "Race as an Open Field: Exploring Identity Beyond Fixed Choices." *Sociology of Race & Ethnicity* 5(1): 55-69.

- Hartmann, Douglas, Paul R. Croll, Ryan Larson, Joseph Gerteis, and Alex Manning. 2017. "Colorblindness as Identity: Key Determinants, Relations to Ideology, and Implications for Attitudes about Race and Policy." *Sociological Perspectives* 60(5): 866-888.
- Croll, Paul R. 2013. "Explanations for Racial Disadvantage and Racial Advantage: Beliefs about Both Sides of Inequality in America." *Ethnic and Racial Studies* 36(1): 47-74.
- Hartmann, Douglas, Joseph Gerteis, and Paul R. Croll. 2009. "An Empirical Assessment of Whiteness Theory: Hidden from How Many?" *Social Problems* 56(3): 403-424.
- Croll, Paul R. 2007. "Modeling Determinants of White Racial Identity: Results from a New National Survey." *Social Forces* 86(2): 613-642.
- Hartmann, Douglas, Paul R. Croll, and Katja Guenther. 2003. "The Race Relations 'Problematic' in American Sociology: Revisiting Niemonen's Case Study and Critique." *The American Sociologist* 34(3): 20-55.

### **BOOK CHAPTERS / INVITED CONTRIBUTIONS**

- Croll, Paul R. 2018. "Economic Inequality and Race: Shifting the Narrative of "No, It can't be that bad..." in *Teaching Economic Inequality and Capitalism in Contemporary America*. Kristin Haltinner and Leontina Hormel, editors. Springer.
- Croll, Paul R. 2013. "Getting students to say what they are not supposed to say: The challenges and opportunities in teaching about race in a college classroom" in *Teaching Race and Anti-Racism in Contemporary America: Adding Context to Colorblindness*. K. Haltinner, editor. Springer.
- Croll, Paul R. 2012. "Ethnocentrism." *Encyclopedia of Global Studies*, edited by Mark Juergensmeyer and Helmut Anheier. SAGE Publications, Inc.
- Croll, Paul R. 2012. "Racial Identity." *Encyclopedia of Global Studies*, edited by Mark Juergensmeyer and Helmut Anheier. SAGE Publications, Inc.
- Croll, Paul R. 2008. "Modeling Determinants of White Racial Identity: Results from a New National Survey." in *Racism in Post-Race America: New Theories, New Directions*, edited by Charles A. Gallagher, Social Forces Publishing.
- Hartmann, Douglas and Paul R. Croll. 2008. "Measuring Whiteness." *Encyclopedia of Race, Ethnicity, and Society*, edited by Richard T. Schaefer. SAGE Publications, Inc.

### **REVIEWS, COMMENTARY, AND OTHER SHORT PIECES**

- Croll, Paul R. 2014. "Awareness, Not an Apology." *The Society Pages*  
<http://thesocietypages.org/editors/2014/05/07/awareness-over-apology/>
- Croll, Paul R. 2014. Review of *The American Non-Dilemma: Racial Inequality without Racism* by Nancy DiTomaso. *Ethnic and Racial Studies* 37(10).

**WORK IN PROGRESS:**

Dunn, Megan K. and Paul R. Croll. "Anglo, African, American, and Alien: Exploring the Social Differences Between Racial Labels in Open-Ended Race Questions."

Croll, Paul R. "Examining the Content of White Racial Identity: Progressive, Defensive, Both or Neither?"

**CONFERENCE PRESENTATIONS:**

Author-Meets-Critics Panelist, *Colorblind Racism* by Meghan Burke. 2019 Annual Meeting of the *Midwest Sociological Society*, Chicago, IL.

Author-Meets-Critics Panelist, *Poison in the Ivy*, by W. Carson Byrd. 2018 Association for Humanist Sociology's Annual Meeting, Detroit, MI.

"White Privilege: Visible for Whom?" 2018 Annual Meeting of the *Midwest Sociological Society*, Minneapolis, MN.

"Tilling the Ground: Disrupting White Racism on College and University Campuses through Strategies of Resistance" Panel. 2017 Annual Meeting of the *Midwest Sociological Society*, Milwaukee, WI.

"Building a Diverse Campus: Recruiting and Retaining Students, Faculty, and Administrators of Color" Panel. 2017 Annual Meeting of the *Midwest Sociological Society*, Milwaukee, WI.

Conference Participant. "New Frontiers in the Study of Colorblind Racism." May 12-14, 2016 at Illinois Wesleyan University.

- *The 3-day summit brought together scholars, the campus community, and the public to discuss new directions for research on contemporary racism.*
- *The summit was made possible by a grant for the Advancement of the Discipline from the American Sociological Association.*

"Colorblindness as Identity: Key Determinants, Relations to Ideology, and implications for Attitudes about Race and Policy" (with Douglas Hartmann, Ryan Larson, Alex Manning, and Joseph Gerteis. 2016 Annual Meeting of the *Midwest Sociological Society*, Chicago, IL.

"Studying Colorblind Racism: Challenges and Opportunities" Panel. 2016 Annual Meeting of the *Midwest Sociological Society*, Chicago, IL.

"Race as an Open Field: Exploring Identity Beyond Fixed Choices" (with Joseph Gerteis). Regular Session on Multiracial Classification/Identity at the 2015 Annual Meeting of the *American Sociological Association*. Chicago, IL.

"Contradictions in Privilege" 2015 Annual Meeting of the *Midwest Sociological Society*. Kansas City, MO.

- “New Trends in Survey Methodology and Sampling for Survey Research: Practical Advice for Researchers” (with Randall Thomas, GfK Research). 2015 Annual Meeting of the *Midwest Sociological Society*. Kansas City, MO.
- “Examining the Content of White Racial Identity: Progressive, Defensive, Both or Neither?” 2014 Annual Meeting of the *Midwest Sociological Society*. Omaha, NE.
- “Public Beliefs about the Black/White Socioeconomic Status Gap: Exploring New Survey Evidence.” (with Matthew Hunt and Maria Krysan). Racial Attitudes and Identities Network, Harvard University, Cambridge, MA. October 2012.
- “White Privilege and White Racial Identity.” (with Monica McDermott). Racial Attitudes and Identities Network, Harvard University, Cambridge, MA. October 2012.
- “The Racial Wealth Gap: The Roots of Privilege.” (with Christopher Whitt). Explore Economic Inequality: 2012 White Privilege Summit, Augustana College, Rock Island, IL.
- “Making Sense of Whiteness: From Invisibility to Colorblindness.” Section on Racial & Ethnic Minorities Roundtable Session at the 2011 Annual Meeting of the *American Sociological Association*. Las Vegas, NV.
- “Show Me the Data!: Understanding Beliefs about White Privilege in America.” 2010 White Privilege Summit, Augustana College, Rock Island, IL.
- “Explanations for Racial Disadvantage and Racial Advantage: Beliefs about Both Sides of Inequality in America.” Section on Racial & Ethnic Minorities Roundtable Session at the 2009 Annual Meeting of the *American Sociological Association*. San Francisco, CA.
- “The Duality of White Racial Identity.” 2007 Annual Conference of the *Sociologists of Minnesota*. Minneapolis, MN.
- “Racial Inequality as Racial Advantage: Exploring Americans’ Understanding of White Privilege.” ABS/SWS Graduate Student Roundtables: Emerging Scholarship in Sociology at the 2007 Annual Conference of the *Association of Black Sociologists*. New York, NY.
- “Putting Whiteness Theory to the Test: An Empirical Assessment of Core Theoretical Propositions.” (with Douglas Hartmann and Joseph Gerteis). Regular Session on Racism and Anti-Racism at the 2006 Annual Meeting of the *American Sociological Association*, Montreal, Quebec, Canada.
- “Moving from Prejudice to Privilege: Breathing New Life into Survey Research by Taking Whiteness Seriously.” Regular Session on Race and Ethnicity at the 2005 Annual Meeting of the *American Sociological Association*. Philadelphia, PA.
- “A New Look at Racial Attitudes in America: Incorporating Whiteness.” 2005 Annual Meeting of the *Midwest Sociological Society*. Minneapolis, MN.

**TRAININGS, WORKSHOPS, AND INVITED PRESENTATIONS:****SELECTED TRAININGS & WORKSHOPS**

"The Job Market: Past and Present Considerations, Advice, and Reflections" 2023 Annual Meeting of the *Midwest Sociological Society*, Minneapolis, MN.

"Understanding Diversity in the Workplace." Bellevue University. December 2022, March 2023.

"Understanding Microaggressions and How to be an Ally." Greater Quad Cities Hispanic Chamber of Commerce, Quad Cities Community Foundation, William Butterworth Foundation. May 2022, August 2022, October 2022.

"Discussions in Diversity – Race in America." Black Hawk College, Moline, IL. Spring 2021  
(*Four Sessions – White Privilege, Racial Inequalities, Anti-Asian Racism in the United States, and Where do we go from here?*)

"Deconstructing White Privilege" Virtual Workshop and Moderated Discussion sponsored by the Office of the Vice President of Diversity, Equity and Inclusion. Augustana College, Rock Island, IL. October 2020.

"Job Market 101: Practical Tips for Strengthening Application Materials" Workshop sponsored by the MSS Minority Scholars Committee. 2019 Annual Meeting of the *Midwest Sociological Society*, Chicago, IL.

"Understanding Diversity." Eastern Iowa Community Colleges Diversity Academy. Davenport, IA. 2023, 2021, 2019, 2018, 2017, 2016, 2015 (*Half Day Staff Training*).

"Appreciating Cultural Differences." Quad Cities Professional Development Network. Quad Cities Area. November 2016, April 2016, May 2015 (*Half Day Staff Training*).

"Addressing Microaggressions in the Classroom: How to Avoid Being Caught Like a Deer in Headlights." Augustana College, Rock Island, IL. March 2016.

"How to be an Ally." Augustana College, Rock Island, IL. February 2016.

"Publishing from Your Master's Thesis or Dissertation." Workshop. 2011 Annual Meeting of the Midwest Sociological Society, St. Louis, MO.

**INVITED PRESENTATIONS**

"I am Seen: The Importance of Representation." Virtual Panel and Discussion. Bettendorf Public Library, Bettendorf, IA. December 2020.

"Racial Justice and Equity: The Politics of Identity." Virtual Town Hall. Augustana College, Rock Island, IL. October 2020.

"White Privilege: Not so Invisible Anymore." Center on Race and Social Problems Spring 2017 Speaker Series, University of Pittsburgh. Pittsburgh, PA. February 2017.

"Public Beliefs about the Black/White Socioeconomic Status Gap: What's Family Got to Do with It?" Sociology Workshop Series, University of Minnesota. Minneapolis, MN. September 2016.

"Contradictions in Whiteness: Identity, Privilege, and Colorblindness." 2014 Sociology Research Colloquium at Illinois Wesleyan University. Bloomington, IL. November 2014.

"Teaching Race in Contemporary America Panel." 2013 Annual Meeting of the Midwest Sociological Society, Chicago, IL. March 2013.

"Rethinking the Nature of Whiteness: How do Americans Explain Racial Inequality?" Theory Workshop, Department of Sociology, University of Iowa, Iowa City, IA. April 2010.

"Making Sense of Whiteness: Understanding Attitudes about Privilege in America." Department of Sociology, University of Illinois at Chicago, Chicago, IL. March 2010.

"The College Experience for Minority Students." Forum on Diversity – Representation of Women and Minorities on Campus. Augustana College, Rock Island, IL. May 2009.

"From Racism to White Privilege." Human Rights Week Kick-Off Event, Augustana Social Justice Coalition. Augustana College, Rock Island, IL. December 2008.

## **GRANTS & AWARDS:**

### **EXTERNAL:**

Croll, Paul R., Eric Tranby, Penny Edgell, and Douglas Hartmann (Principal Investigators). 2013-2014. "Collaborative Proposal: Boundaries in the American Mosaic: Inclusion and Exclusion in the Contemporary United States (Award Number 1258933)." National Science Foundation. (\$263,145)

### **INTERNAL:**

#### *Augustana College*

*Academic Initiatives Fund, Augustana College (2021)*

*Presidential Research Fellowship, Augustana College (2012)*

*New Faculty Research Grant, Augustana College (2010-2011)*

*New Faculty Research Grant, Augustana College (2009-2010)*

*New Faculty Research Grant, Augustana College (2008-2009)*

*University of Minnesota*

*American Mosaic Project Dissertation Fellowship*, Department of Sociology, University of Minnesota, Minneapolis, MN (2008)

*Professional Development Award*, Department of Sociology, University of Minnesota, Minneapolis, MN (2006)

*Graduate School Block Grant Tuition Fellowship*, Department of Sociology, University of Minnesota, Minneapolis, MN (2005)

*Professional Development Award*, Department of Sociology, University of Minnesota, Minneapolis, MN (2005)

*Graduate School Recruitment Fellowship*, Department of Sociology, University of Minnesota, Minneapolis, MN (1998)

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**TEACHING:**

***Teaching at Augustana College:***

Sociology 100/SOAN 101: Introduction to Sociology

Sociology 206/SOAN225: Contemporary Social Issues

Sociology 206: Contemporary Social Issues Learning Community

*(Integrated Learning Community with Communication Studies 384: Action Research)*

Sociology 230/SOAN227: Social Statistics

Sociology 321/SOAN 329: American Race & Ethnic Relations

Sociology 363/SOAN 342: Sociology of Education

Sociology 419: Survey Research Methods

Sociology 420: Survey Research Practicum

SOAN 450: Senior Inquiry/Capstone

LSFY103: Race in America (*Liberal Studies First Year Sequence*)

FYI100: Introduction to the Liberal Arts

***Teaching at the University of Minnesota:***

Sociology 3251: Sociological Perspectives on Race, Class, and Gender (*Summer 2007*)

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**SERVICE:**

***Augustana College***

*Bias Education and Support Team Member, Augustana College (2023-)*

*Faculty Advisor for Phoenix (Multicultural Student Organization), Augustana College (2009-)*

*Department Chair, Department of Sociology, Anthropology, and Social Welfare, Augustana College (2015-2019)*

*Council Member, Faculty Council, Augustana College (2018-2019)*

*Outside Committee Member, English Department Search Committee, Augustana College (2018-19)*

*Chair, Augustana Undergraduate Research Committee, Augustana College (2014-2018)*

*First Year Academic Advisor, Augustana College (2011-2015, 2017-2018)*

*Faculty Diversity Training Planning Committee, Augustana College (2016-2017)*

*Outside Committee Member, Theatre Department Search Committee, Augustana College (2016-17)*

*Diversity Initiatives Committee Member, Augustana College (2009-2015)*

*Outside Committee Member, Psychology Department Search Committee, Augustana College (2014-15)*

*Augustana Undergraduate Research Committee Member, Augustana College (2012-2014)*

*Augustana Faculty Research Committee Member, Augustana College (2012-14)*

*Strategic Task Force - Finance, Technology and Human Resources, Committee Member, Augustana College (2013)*

*Outside Committee Member, Education Department Search Committee, Augustana College (2012-13)*

*Senator, Augustana Faculty Senate, Augustana College (2010-13)*

*Augustana College White Privilege Summit Planning Committee Member, Augustana College (2009-12)*

*Strategic Initiatives Task Force Committee Member, Augustana College (2010)*

*Dr. Martin Luther King, Jr. 2010 Community Celebration Planning Committee Member, Augustana College*

*Mabry Diversity Award Selection Committee Member, Augustana College (2010)*



**Professional**

*Editorial Board Member, Sociology of Race and Ethnicity Journal (2022-2025).*

*Presider, "Race and Immigration." Roundtable, 2023 Annual Meeting of the Midwest Sociological Society, Minneapolis, MN*

*Presider, "Using Innovative Methods to Understand the Complexities of Racial Attitudes." 2020 American Association for Public Opinion Research (AAPOR) 75th Annual Conference (virtual).*

*Session Organizer and Presider, "Teaching in the Post-Trump Election Era" sponsored by the MSS Committee on Teaching and Learning, 2018 Annual Meeting of the Midwest Sociological Society, Minneapolis, MN.*

*Minority Scholars Committee Member, Midwest Sociological Society (2017-)*

*Graduate Student Paper Competition Committee Member, 2017 Annual Meeting of the Midwest Sociological Society*

*Session Organizer, "Race Relations, Immigration and Social Contexts." Roundtable, 2017 Annual Meeting of the Midwest Sociological Society, Milwaukee, WI*

*Session Organizer, "Studying Colorblind Racism: Challenges and Opportunities" Panel, 2016 Annual Meeting of the Midwest Sociological Society, Chicago, IL*

*Program Committee Member, 2015 Annual Meeting of the Midwest Sociological Society*

*Session Organizer, "Race and Ethnicity" Session, 2015 Annual Meeting of the Midwest Sociological Society, Kansas City, MO*

*Session Organizer, "Boundaries in the American Mosaic: Inclusion and Exclusion in the Contemporary United States" Session, 2014 Annual Meeting of the Midwest Sociological Society, Omaha, NE*

*Session Organizer, "What Has the Sociological Study of Race in the 21st Century 'Left-Behind?'" Session, 2014 Annual Meeting of the Midwest Sociological Society, Omaha, NE*

*Session Organizer, "Race and Ethnicity" Session, 2014 Annual Meeting of the Midwest Sociological Society, Omaha, NE*

*Program Committee Member, 2014 Annual Meeting of the Midwest Sociological Society*

*Session Organizer, "Race and Ethnicity I" Session, 2012 Annual Meeting of the Midwest Sociological Society, Minneapolis, MN*

*Session Organizer, “Race and Ethnicity II” Session, 2012 Annual Meeting of the Midwest Sociological Society, Minneapolis, MN*

*Session Organizer, “Race and Ethnicity” Session, 2011 Annual Meeting of the Midwest Sociological Society, St. Louis, MO*

*Session Organizer, “Whiteness Studies” Session, 2011 Annual Meeting of the Midwest Sociological Society, St. Louis, MO*

*Session Organizer, “Race in an Age of Social Transformation” Session, 2010 Annual Meeting of the Midwest Sociological Society, Chicago, IL*

*Session Organizer, “Research Methods” Session, 2010 Annual Meeting of the Midwest Sociological Society, Chicago, IL*

*Program Committee Member, 2010 Annual Meeting of the Midwest Sociological Society*

*Session Organizer, “Racial Identity” session, 2009 Annual Meeting of the Midwest Sociological Society, Des Moines, IA*

*Session Moderator, “Undergraduate Research” session, 2008 Illinois Sociological Association/Wisconsin Sociological Association Annual Meeting*

### ***University of Minnesota***

*Graduate Student Representative, Graduate Affairs Committee, Department of Sociology, University of Minnesota, Minneapolis, MN (2007-2008)*

### **OTHER PROFESSIONAL EXPERIENCE:**

#### **ACADEMIC RESEARCH:**

*Survey Consultant, “The effects of computer-assisted instruction in teaching human anatomy: An experimental study” Augustana College (2009-2012)*

*Research Assistant, American Mosaic Project, Department of Sociology, University of Minnesota, Minneapolis, MN (2007)*

*Graduate Student Study Manager, American Mosaic Project, Department of Sociology, University of Minnesota, Minneapolis, MN (2002-2003)*

*Research Assistant, Teaching, Learning, and Computing Project, Department of Sociology, University of Minnesota, Minneapolis, MN (1998-1999)*

*Research Assistant, Center for Urban Affairs and Policy Research, Northwestern University, Evanston, IL (1992-1994)*

**PRIVATE-SECTOR SURVEY RESEARCH:**

*Manager of Client Services*, Public Sector Research Division, Questar Data Systems, Inc., Eagan, MN (1999-2007)

*Senior Project Manager*, Public Sector Research Division, Questar Data Systems, Inc., Eagan, MN (1998-1999)

*Project Manager*, Public Sector Research Division, Questar Data Systems, Inc., Eagan, MN (1996-1998)

*Assistant Survey Director*, Abt Associates, Inc., Chicago, IL (1995-1996)

*Survey Research Assistant*, Abt Associates, Inc., Chicago, IL (1994-1995)

**PROFESSIONAL AFFILIATIONS:**

Member of American Sociological Association

Member of Midwest Sociological Society

Member of Association of Black Sociologists

President of Northwestern University chapter of Phi Eta Sigma National Honor Society

Member of Alpha Lambda Delta National Honor Society

**REVIEWER:**

*American Behavioral Scientist*

*American Journal of Political Science*

*American Journal of Sociology*

*American Sociological Review*

*British Journal of Sociology*

*Du Bois Review*

*Ethnic and Racial Studies*

*Public Opinion Quarterly*

*Social Currents*

*Social Forces*

*Social Problems*

*Social Psychology Quarterly*

*Social Thought and Research*

*Sociological Forum*

*Sociological Perspectives*

*Sociological Spectrum*

*Sociology Compass*

*Sociology of Race and Ethnicity*  
*Socius*  
*The Sociological Quarterly*

## SELECTED MEDIA:

*The Lamp (Student News Site of Lincoln Land Community College)*, February 4, 2021, "Discussions in Diversity"

<https://thelamponline.com/9981/opinion/discussions-in-diversity/>

*Her Campus (Augustana College)*, February 7, 2018, "Interview with Dr. Paul Croll"

<https://www.hercampus.com/school/augustana/interview-dr-paul-croll/>

*The University Times (University of Pittsburgh)*, February 16, 2017, "CRSP lecture: White Privilege"

<https://www.utimes.pitt.edu/archives/?p=42086>

*The Augustana Observer (Quad Cities)*, November 26, 2014, "Augustana campus reacts to Ferguson decision"

<http://www.augustanaobserver.com/2014/11/augustana-campus-reacts-to-ferguson-decision/>

*Inside Higher Education*, May 28, 2014, "The White Privilege Moment."

<http://www.insidehighered.com/news/2014/05/28/academics-who-study-white-privilege-experience-attention-and-criticism>

*The Augustana Observer (Quad Cities)*, May 1, 2014, "Forum over discrimination creates call to action."

<http://www.augustanaobserver.com/forum-over-discrimination-creates-call-to-action/>

*The Rock Island Argus (Quad Cities)*, April 1, 2011, "Civil rights activist tells Augustana students to seek justice among hate."

*WAOK Radio (Atlanta)*, September 14, 2006, Shelly Winter Show, Whiteness Survey

*The Minnesota Daily (Minneapolis)*, September 12, 2006, "Whites identify with race, study says."

*United Press International*, September 7, 2006, "First U.S. survey on 'whiteness' conducted."

<http://www.upi.com/NewsTrack/view.php?StoryID=20060907-113123-6585r>

*Time Magazine*, September 11, 2006, "The Meaning of White"

*The Star Tribune (Minneapolis)*, September 11, 2006, "Whiteness Studies' researchers at U look at racial identity."

*The Star Tribune (Minneapolis)*, September 16, 2006, Editorial: "Studying whites can help race relations."

*Time Magazine Online*, September 7, 2006, "The Delusion of Color Blindness"

<http://www.time.com/time/nation/article/0,8599,1532599,00.html>

*WCCO TV Online* (Minneapolis), September 11, 2006, "Survey: White People Have Sense of Racial Identity." [http://wcco.com/local/local\\_story\\_254113359.html](http://wcco.com/local/local_story_254113359.html)