

# TED THORNHILL, Ph.D.

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Florida Gulf Coast University  
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## EDUCATION

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- Ph.D. Sociology, University of Massachusetts Amherst  
M.A. Sociology, University of Massachusetts Amherst  
M.S. Applied Social Research, Florida State University  
B.A. Sociology, *Summa cum Laude*, Florida Atlantic University  
• Certificate in Ethnic Studies  
A.A. Liberal Arts, Palm Beach Community College

## ACADEMIC APPOINTMENTS

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- Fall 2020 – Present Director, Center for Critical Race and Ethnic Studies, Office of Faculty Affairs, Diversity Initiatives & Professional Development, Florida Gulf Coast University, Fort Myers, FL
- Fall 2019 – Present Associate Professor of Sociology, Department of Social Sciences, Florida Gulf Coast University, Fort Myers, FL  
• Sociology Program Coordinator, Fall 2019 – Summer 2020
- Fall 2015 – Spring 2019 Assistant Professor of Sociology, Department of Social Sciences, Florida Gulf Coast University, Fort Myers, FL
- Fall 2014 – Spring 2015 Associate Professor of Sociology, Department of Sociology and Anthropology, Earlham College, Richmond, IN  
• African and African American Studies, Affiliated Faculty  
• Human Development and Social Relations, Affiliated Faculty
- Fall 2011 – Spring 2014 Assistant Professor of Sociology, Department of Sociology and Anthropology, St. Olaf College, Northfield, MN  
• Race and Ethnic Studies Program, Core Faculty  
• Africa and the Americas Program, Core Faculty
- Fall 2008 – Spring 2011 Graduate Instructor, Department of Sociology, University of Massachusetts–Amherst
- Fall 2007 – Spring 2011 Instructor of Sociology, Department of Sociology, American International College, Springfield, MA  
• Co-Chair, Summer 2008 – Spring 2011

- Fall 2005 – Summer 2007      Adjunct Instructor, Department of Sociology,  
American International College, Springfield, MA
- Fall 2004 – Spring 2005      Research Assistant, Pepper Institute on Aging and Public Policy,  
Florida State University, Tallahassee, FL

### **ADDITIONAL ADMINISTRATIVE EXPERIENCE**

- Fall 2005 – Summer 2006      Assistant Director of Graduate Admissions  
Promoted to Director of Graduate Admissions, 2/2006  
American International College, Springfield, MA

### **PUBLICATIONS**

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#### ***Journal Articles (Peer-Reviewed)***

Thornhill, Ted. 2018. “We Want Black Students, Just Not You: How White Admissions Counselors Screen Black Prospective Students” *Sociology of Race and Ethnicity*, 5(4): 456-470. DOI: 10.1177/2332649218792579

- ASA’S 2018 Top 50 (#10) Journal Downloads
- Highest Altmetric Score of all 215+ *Sociology of Race and Ethnicity* Articles
- Campus Sustainability Research Award, The Association for the Advancement of Sustainability in Higher Education [AASHE], (2019)

Media coverage: Inside Higher Ed, WVCU (Fort Myers, FL), Forbes, US News, NewsOne, Diverse: Issues in Higher Education, Boston Globe, WJCT (Jacksonville, FL), The Baltimore Afro-American Newspaper (The Afro), Black Enterprise, Blavity, Black Youth Project, The Root, The Journal of Blacks in Higher Education, Times Higher Education, Capital and Main, Georgetown University’s *The Feed*, Fox 4 (Naples-Fort Myers), The Wall Street Journal, Contexts

Thornhill, Theodore. 2016. (Published online before print. Dec. 29, 2014). “Resistance and Assent: How Racial Socialization Shapes Black Students’ Experience Learning African American History in High School” *Urban Education*, 51(9): 1126-1151. DOI: 10.1177/0042085914566094.

Thornhill, Ted. 2015. “Racial Salience and the Consequences of Making White People Uncomfortable: Intra-Racial Discrimination, Racial Screening, and the Maintenance of White Supremacy” *Sociology Compass*, 9(8): 694-703. DOI: 10.1111/soc4.12287.

Thornhill, Theodore E. 2011. “African Americans and the Marijuana Legalization Paradox: Do Race-Specific Murder Victimization Rates and Race-Specific Drug Arrest Rates Explain It?” *Journal of Ethnicity in Criminal Justice*, 9(2): 110-135. DOI: 10.1080/15377938.2011.566813.

#### ***Book Chapters (Peer-Reviewed)***

Thornhill, Ted. 2018 [2015]. “If People Stopped Talking about Race it wouldn’t be a Problem Anymore?: Silencing the Myth of a Colorblind Society” In S. McClure & C. Harris (Eds.), *Getting Real about Race, 2<sup>nd</sup> Edition*. Thousand Oaks, CA: Sage Publications.

### ***Book Reviews (Invited)***

Thornhill, Ted. 2018. "Resurrecting Slavery: Racial Legacies and White Supremacy in France by C.M. Fleming," *American Journal of Sociology*, 124(3): 925-927.

### ***Policy Briefs (Invited)***

Thornhill, Ted. 2020. "Communication Equity Audits: Eliminating Racialized Responsiveness among College Admissions Counselors." *Hack The Gates: Radically Reimagine Admissions*.

### ***Encyclopedia / Reference Entries (Peer-Reviewed)***

Thornhill, Theodore E. 2013. "Racism." In C.E. Cortes & G.J. Golson (Eds.), *Multicultural America: A Multicultural Encyclopedia*. Thousand Oaks, CA: Sage Publications. 1795-1798.

### ***Essays & Other Publications***

Thornhill, Ted. (2020, June 29). "In this era of protest over racism, will colleges embrace Black student activists?" *The Conversation*.

Republished in the following locations:

- Blavity
- Yahoo News
- MSN
- Houston Chronicle
- The Palm Beach Post
- A dozen daily newspapers

Thornhill, Ted. (2018, September 5). "Black student activists face penalty in college admissions" *The Conversation*.

Republished in the following locations:

- Business Insider
- The Chicago Tribune
- The Chicago Defender
- The Los Angeles Times
- The Crisis Magazine
- Alternet
- The Raw Story
- Heavy
- Houston Chronicle
- Power 96.5 (Buffalo, NY)
- A dozen daily newspapers

Thornhill, Ted. (2018, April 6). "Why the titles of race courses matter" *Inside Higher Ed*.

Thornhill, Ted. (2018, February 16). "White Americans and their never-ending relationship to white racist hate groups" *The Grio*.

Thornhill, Ted. (2018, February 1). "Why I teach a course called 'White Racism'" *The Conversation*.

Republished in the following locations:

- Salon
- Quartz
- Yes! Magazine
- Faithfully Magazine
- Upworthy
- Univision

- Los Angeles Times
- Chicago Tribune
- Several daily newspapers

Thornhill, Theodore E. 2010. "Reflections on the First Year of Teaching: Lessons Learned." *Social Problems Forum: The SSSP Newsletter*, 41(3): 75.

Thornhill, Theodore E. 2008. Instructor Resource Guide on CD (including PowerPoint slides, testbank, and list of suggested films with summaries) to accompany Dennis Gilbert's (2008) *The American Class Structure in an Age of Growing Inequality, Seventh Edition*, published by Pine Forge/SAGE Publications, Inc.

## **GRANTS**

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Faculty Professional Development Grant, FGCU (Fall 2018)  
 Travel Grant, Faculty Professional Development Grant, FGCU (Spring 2017)  
 Travel Grant, Faculty Professional Development Grant, FGCU (Spring 2016)  
 Travel Grant, Associate Dean of Social Sciences, St. Olaf College (Spring 2014)  
 Academic Innovation Fund Grant, Office of the Provost, St. Olaf College (Fall 2013)  
 Off-Campus Course Development Grant, Office of International and Off-Campus Studies, St. Olaf College (Summer 2013) – \$4,300  
 Faculty Professional Development Grant, St. Olaf College (2012-2013) – \$5,440  
 Travel Grant, Associate Dean of Social Sciences, St. Olaf College (Spring 2013)  
 Professional Development Grant, UMass–Amherst, Department of Sociology (2010)  
 Travel Grant, UMass–Amherst, Department of Sociology (2009 & 2010)

## **FELLOWSHIPS**

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Woodrow Wilson Career Enhancement Fellowship, Honorable Mention – 2014  
 McKnight Doctoral Fellowship, Florida State University (2004-2005) – \$15,000  
 Sociology Graduate Student Fellowship, Florida Atlantic University (2003-2004)

## **AWARDS AND HONORS**

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McTarnaghan Excellence in Teaching Award (awarded to one faculty member annually), FGCU Student Government (2018)  
 Meant to Mentors: Recognizing Exceptional Research Mentors, Office of Undergraduate Scholarship, FGCU (2018)  
 Eagles R.I.S.E. Recipient, Office of Multicultural and Leadership Development, FGCU (2017)  
 TRiO Student Support Services (SSS) Faculty Recognition Recipient, St. Olaf College (2013)  
 TRiO Student Support Services (SSS) Outstanding Professor Award, St. Olaf College (2012)  
 Outstanding Graduate Instructor, Department of Sociology, UMass–Amherst (2008-2009)  
 Phi Kappa Phi, International Honor Society (2008)  
 Alpha Kappa Delta, Sociology Honor Society (2003)

## **CONFERENCE PRESENTATIONS**

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[Invited Town Hall Panelist] "Diversity, Equity, and Inclusion in Sociology? An Open Discussion" American Sociological Association Annual Meeting, Philadelphia, Summer 2018

[Invited Town Hall Panelist] "Academics Under Attack in Trump's America" American Sociological Association Annual Meeting, Philadelphia, Summer 2018

[Organizer and Panelist] “Tilling the Ground: Disrupting White Racism on College and University Campuses through Strategies of Resistance” Midwest Sociological Society Annual Meeting, Milwaukee, Spring 2017.

[Workshop Co-Organizer and Facilitator] “How to Deliver a Great Academic Job Talk” Midwest Sociological Society Annual Meeting, Milwaukee, Spring 2017.

[Invited Panelist] “Teaching and Learning While \_\_\_\_: How Marginalized Identities Shape the Classroom Experiences of Faculty and Students” Midwest Sociological Society Annual Meeting, Milwaukee, Spring 2017.

[Invited Panelist] “Studying Colorblind Racism: Challenges and Opportunities” Midwest Sociological Society Annual Meeting, Chicago, 2016.

[Invited Panelist] “Mentoring Diverse Populations: Successful Models and Effective Strategies for Working with Unique Populations of Students including Underrepresented Minority Students, Athletes, Older Adults, Veterans, and Students with Disabilities” Midwest Sociological Society Annual Meeting, Chicago, 2016.

“Racial Salience and Intra-Racial Screening among College Admissions Counselors” Midwest Sociological Society Annual Meeting, Kansas City, 2015.

[Invited Panelist] “Oppression in the Academy and Classroom: Unpacking Intersections of Race, Gender, Class and Sexuality” Midwest Sociological Society Annual Meeting, Kansas City, 2015.

[Invited Panelist] “Oppression in the Classroom” Midwest Sociological Society Annual Meeting, Omaha, 2014.

“Race, Bilingualism, and Employment Discrimination: A National Audit Study” Pacific Sociological Association Annual Meeting, Portland, 2014.

“Familial Racial Socialization and the Racial Ideologies of Black Young Adults” Southern Sociological Society Annual Meeting, Atlanta, 2013.

“Strategies of Resistance and Uncritical Assent: Familial Racial Socialization and Black Students’ Experience Learning African American History in High School” Midwest Sociological Society Annual Meeting, Minneapolis, 2012.

“Other Family Members Talk about Race and Racism Too: ‘New Racism’ and the Limits of Traditional Conceptions of Parental Racial Socialization” Southern Sociological Society Annual Meeting, New Orleans, 2012.

“Familial Racial Socialization in ‘Post-Racial’ America” The 2012 Social Science Conference: Preparing for Life in Families, Northfield, MN.

## **INVITED TALKS**

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“We Want Black Students, Just Not You: How White Admissions Counselors Screen Black Prospective Students,” Unitarian-Universalist Congregation of Greater Naples, Naples, FL, February 5, 2020.

“We Want Black Students, Just Not You: How White Admissions Counselors Screen Black Prospective Students,” Race in America: An Interdisciplinary Lecture Series, Mississippi State University, Starkville, MS, November 12, 2019.

“We Want Black Students, Just Not You: How White Admissions Counselors Screen Black Prospective Students,” 34<sup>th</sup> Annual Secondary Schools Issues Conference, University of Rochester, Rochester, NY, June 13, 2019.

“We Want Black Students, Just Not You: How White Admissions Counselors Screen Black Prospective Students,” Appalachian State University, Boone, NC, March 13, 2019.

“A Meaningful Commitment to Diversity in Higher Education,” Philos 2018, Colorado Springs, CO, November 28-29, 2018.

“White Supremacy and the Threat to Academic Freedom,” Emerson College, Boston, MA, November 15, 2018.

“We Want Black Students, Just Not You: How White Admissions Counselors Screen Black Prospective Students,” Race Workshop, Duke University, Durham, NC, October 30, 2018.

“We Want Black Students, Just Not You: How White Admissions Counselors Screen Black Prospective Students” Howard University, Washington, D.C., September 5, 2018.

[Panelist] “White Supremacy in Academia (Teaching and learning in a racist country)” Academic Freedom Week, Columbia University, New York, NY, April 10, 2018.

“Beyond Belonging: White Supremacy and the Threat to Academic Freedom,” Student Government Political Awareness Committee, St. Olaf College, Northfield, MN, March 14, 2018.

“White Racism in the Trump Era,” Unitarian-Universalist Congregation of Greater Naples, Naples, FL, February 28, 2018.

“The Changing Character of Racism in America: From Jim Crow to the New Racism,” FGCU’s Beyond the Lines: Diversity and Social Justice Retreat, Lake Placid Camp & Conference Center, Lake Placid, FL, February 24, 2018.

“Race and Racism in the Trump Era” sponsored by Office of Institutional Equity and Compliance’s Diversity and Inclusion Certificate Program, Florida Gulf Coast University, Fort Myers, FL, scheduled December 4, 2017.

[Panelist] “White Supremacy: Racial Domination in the U.S.” sponsored by the Office of Community Outreach, Florida Gulf Coast University, Fort Myers, FL, November 9, 2017.

[Guest Leader] FGCU’s LeaderShape Institute: Guest Leader Forum. Lake Placid Camp & Conference Center, Lake Placid, FL, May 10, 2017.

“The Changing Character of Racism in America: From Jim Crow to the New Racism,” FGCU’s Beyond the Lines: Diversity and Social Justice Retreat, Lake Placid Camp & Conference Center, Lake Placid, FL, February 25, 2017.

[Panelist] “White Privilege...A Myth? Educational Discussion Forum” sponsored by International Student Services, C.O.B.O.L., BSA, and Amnesty International, Florida Gulf Coast University, Fort Myers, FL, November 17, 2016.

[Panelist] “Race(ing) Moore: Critical Perspectives on *The Other Wes Moore*” sponsored by The Community Speaks Lecture Series and One Book, One Campus, Florida Gulf Coast University, Fort Myers, FL, November 14, 2016.

“Don’t *you* think racism is a thing of the past?” Color-Blind Ideology and the Marginalization of Anti-Racism,” Le Moyne College, Syracuse, NY, October 17, 2016.

“Race, Ethnicity, Immigration, and Class in Immokalee, FL and Naples, FL,” Coalition for Christian Outreach (CCO), March 2015.

“Controlling and Killing Black and Brown Bodies: The Role of White Racism, the Criminal Injustice System, and the Media” organized by the Cultural Union of Black Expression (C.U.B.E.), St. Olaf College, Northfield, MN, March 7, 2014.

“Race, Poverty, and Immigration in Rural, Urban, and Suburban Minnesota,” Emmaus Church, Northfield, MN, February 23, 2014.

[Panelist] “Affirmative Action Panel Discussion” sponsored by the Student Government Association’s Political Awareness Committee, St. Olaf College, Northfield, MN, April 30, 2013.

[Panelist] “Teaching Race in the Liberal Arts” sponsored by the Mapping Ethnic Studies Learning Community and the Center for Innovation in the Liberal Arts, St. Olaf College, Northfield, MN, April 17, 2013.

[Panelist] “Race Matters Panel Discussion” organized by senior Sociology/Anthropology majors as part of their senior seminar course, St. Olaf College, Northfield, MN, April 15, 2013.

[Panelist] “What it Means to be Black in the United States” organized by Karibu (African Student Organization), St. Olaf College, Northfield, MN, November 13, 2012.

“Race in Contemporary America: Myths and Realities” Inaugural Cultural Conversation Series Speaker, Office of Multicultural Affairs, St. Olaf College, Northfield, MN, September 26, 2012.

“Race Conscious Campus Leadership: Moving from Costumes, Cuisine, and Colorblindness to Resources, Representation, and the Racial Reality” Multicultural Affairs Student Leadership Retreat, St. Olaf College, Northfield, MN, September 2012.

[Panelist] Post-performance panel on the topic of intra-racial class dynamics in the African American community at Mixed Blood Theater’s production of Branden Jacobs-Jenkins’ *Neighbors*, Minneapolis, 2011.

## **MEDIA ENGAGEMENT**

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### Media appearances and/or interviews:

- CNN News Tonight w/ Don Lemon
- CNN Digital

- Washington Post
- The New York Daily News
- TIME
- USA Today
- Inside Higher Ed (multiple times)
- Forbes (twice)
- US News
- Boston Globe
- Diverse: Issues in Higher Education
- Newsweek
- ABC News
- NBC Universal
- CBS News
- BBC
- The Progressive
- Public Radio International (PRI)
- Minnesota Public Radio
- Strange Fruit: Musings on Politics, Culture, and Black Gay Life – Louisville Public Radio
- WGPU – Southwest Florida Public Radio
- The Grio
- Salon
- London’s 103.6 The Beat
- Fort Myers News Press
- HelloSWFL
- Eagle News – Florida Gulf Coast University Student Newspaper
- Efe News (Spanish language news wire service)
- La Presse (Montreal Daily News Paper)
- WINK News (Naples-Fort Myers)
- NBC 2 (Naples-Fort Myers)
- Fox 4 (Naples-Fort Myers)
- Fox 35 (Orlando)
- Winston-Salem Journal
- Triad City Beat (Greensboro Winston-Salem High Point)
- The Daily Dot
- Brut Media
- The Perkins Platform (podcast)
- Chronicle of Higher Education
- The Daily Orange – Syracuse University Student Newspaper
- The Reflector – Mississippi State University Student Newspaper
- The Manitou Messenger – St. Olaf College
- Fox “News”

Selected additional national and international media coverage of my research and teaching:

- The New York Post
- El Nuevo Herald
- The Daily Mail
- The Wall Street Journal
- Journal of Blacks in Higher Education
- The Root
- Daily Kos



- The Dallas Morning News
- Diverse: Issues in Higher Education
- Black Enterprise Magazine
- The Young Turks
- Atlanta Black Star
- Yahoo News
- Huffington Post
- Bossip
- Contexts Magazine
- Slate France
- Le Point
- Splinter
- Chicago Tribune
- Ebony Magazine
- Newsone
- The Patch
- RT
- International Business Times
- And nearly every right-wing “news” and hate website and blog

## **COURSES TAUGHT**

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### **Florida Gulf Coast University (Fall 2015–Present)**

Introduction to Sociology  
 Racism and Law Enforcement  
 Social Stratification  
 Sociology of African Americans  
 White Racism

### **Earlham College (Fall 2014–Spring 2015)**

Institutions and Inequality  
 Sociology of Race and Racism  
 Self, Society, and Social Thought  
 White Supremacy and Criminal Injustice in America

### **St. Olaf College (Fall 2011–Spring 2014)**

Introduction to Sociology  
 Race and Class in American Culture  
 Crime & Inequality  
 Class, Status, and Power  
 Racial Discrimination in the Labor Market [Directed Undergraduate Research Course]

### **University of Massachusetts Amherst (Fall 2008–Fall 2010)**

Introduction to Sociology; Social Problems (online); Race Relations

## **American International College (Fall 2005–Spring 2011)**

### Undergraduate

Introduction to Sociology (including honors and online); Complex Organizations; Sociology of Religion; Social Problems; Class, Status, and Power; Sociological Research Methods; Crime and Delinquency; History of Sociological Thought; Classical Sociological Theory; Sociology of Race and Racism

### Graduate

Research Methods and Project Design (required course for MPA students)

## **SELECTED INSTITUTIONAL SERVICE**

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Values in Action Committee, Florida Gulf Coast University, Summer 2020 – present  
Diversity and Inclusion Committee, Florida Gulf Coast University, Fall 2017– present  
Student Affairs Committee, Florida Gulf Coast University, Fall 2017– present  
Sociology Faculty Search Committee, Florida Gulf Coast University, Fall 2018–Spring 2019  
History Faculty Search Committee, Florida Gulf Coast University, Fall 2016–Spring 2017  
Dean’s Learning Spaces Committee, St. Olaf College, Spring 2013–Spring 2014  
Faculty Life Committee, St. Olaf College, Fall 2013–Spring 2014  
Faculty Site Visitor for Associated Colleges of the Midwest Chicago Program (April 17-20, 2012)  
Urban Education Conference Organizing Committee, American International College, Fall 2009  
Psychology Faculty Search Committee, American International College, Spring 2009  
Academic Assessment Committee, American International College, Spring 2008–Fall 2008

## **SELECTED PROFESSIONAL DEVELOPMENT ACTIVITIES**

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Integrating Sustainability across the Curriculum Academy, FGCU, May 13 & 16, and Aug. 8, 2016  
Faculty Certificate of Teaching and Learning, Midwest Sociological Society, Minneapolis, MN, 2012  
Academic Civic Engagement Workshop, St. Olaf College, 2012  
Winter Writing Retreat, St. Olaf College, Jan. 3-23, 2012

## **STATISTICAL AND COURSE MANAGEMENT SOFTWARE**

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STATA; SPSS; NVivo; Canvas; Blackboard; MOODLE; FirstClass

## **PROFESSIONAL MEMBERSHIPS AND SERVICE**

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American Sociological Association

Midwest Sociological Society

- At-Large Director (Term 2016-2018)
- Minority Scholars Committee (Term 2014-2016 & 2017-2020)
  - Chair (2018 – 2020)
- Membership Committee (Term 2016-2018)

Occasional Reviewer

- *American Journal of Sociology, American Behavioral Scientist, Social Currents, Societies, Sociology of Education, Sociology of Race and Ethnicity, Rowman & Littlefield*