

Victor Erik Ray

The University of Iowa
Department of Sociology and Criminology
African American Studies

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CURRENT POSITION

2019-Present Assistant Professor, Department of Sociology and Criminology and African American Studies, The University of Iowa

2014-2019 Assistant Professor, Department of Sociology, University of Tennessee Knoxville

EDUCATION

May 2014 Ph.D., Sociology, Duke University

December 2010 M.A. Sociology, Duke University

2007 B.A. Urban Studies, Vassar College (with honors)

RESEARCH AND TEACHING INTERESTS

Race and Ethnicity, Social Theory, Organizations, Stratification, Qualitative and Field Methods

PUBLICATIONS

Journal Articles

Ray, Victor. (2019). "A Theory of Racialized Organizations." *American Sociological Review* 84(1): 26-53.

*Honorable Mention, Junior Theorist Prize, The American Sociological Association Theory Section

Ray, Victor. (2019). "Reproducing Inequality in Sociology." *Sociological Forum* 33(4):1-15.

Seamster, Louise and **Victor Ray**. (2018). "Against Teleology in the Study of Race and Ethnicity: Towards the Abolition of the Progress Paradigm." *Sociological Theory* 36(4): 315-342.

Ray, Victor, Kasim Ortiz, and Jacob Nash. 2017. "Who is Policing the Community? A Comprehensive Review of Discrimination in Police Departments." *Sociology Compass* 12(1): 1-34.

Ray, Victor, Antonia Randolph, Megan Underhill, and David Luke. 2017. "Critical Race Theory, Afro-pessimism and Racial Progress Narratives," *The Sociology of Race and Ethnicity* 3(2): 147-158.

Foy, Steven, **Victor Ray** and Ashley Hummel. 2017. "The Shade of a Criminal Record: Colorism, Incarceration, and External Racial Classification." *Socius: Sociological Research for a Dynamic World* 3: 1-14.

Ray, Victor and Louise Seamster. 2016. "Rethinking Racial Progress: A Response to Wimmer." *Ethnic and Racial Studies Review* 39(8): 1361-1369.

Byrd, Carson and **Victor Ray**. 2015. "Ultimate Attribution in the Genetic Era: White Support for Genetic Explanations of Racial Difference and Policies." *Annals of the American Academy of Political and Social Science* 661(1): 212-235.

Ray, Victor. 2013. "Coming Home to Friendly Fire." *Contexts* 12(3) [Feature Article]: 32-37. *

*Reprinted in O'Brien, Jody (editor). 2017. *The Production of Reality: Essay and Readings on Social Interaction Sixth Edition*. Thousand Oaks, California. Sage.

Burton, Linda, Eduardo Bonilla Silva, **Victor Ray**, Elizabeth Hordge-Freeman, & Rose Buckelew. 2010. "Critical Race Theories, Colorism, and the Decade's Research on Families of Color," *Journal of Marriage and Family* 72(3): 440-459.

Bonilla-Silva, Eduardo. and **Victor Ray**. 2009. "When Whites Love a Black Leader: Race Matters in Obamerica," *Journal of African American Studies* 13(2):176-183.

Chapters in Edited Books

Ray, Victor and Danielle Purifoy. 2019. "The Colorblind Organization." In *Research in the Sociology of Organizations, Volume 60*, edited by M. Wooten.

Ray, Victor. 2019. "The (Still) Furious Passage of the Black Graduate Student." In *Intersectionality and Higher Education: Identity and Inequality on College Campuses*, edited by C. Byrd, S. Ovink, and R. Brunn-Bevel.

Ray, Victor. 2018. "Rethinking Race in the Military: From Diversity to Racialized Organization." In C. Sharon and E. David (Eds). *Challenging the Status Quo: Diversity, Democracy and Equality in the 21st Century*. Leiden, Netherlands: Brill Academic Publishers.

Ray, Victor. 2018. "Militarism as a Racial Project." *Handbook of the Sociology of Racial and Ethnic Relations*, 10th Anniversary edition, edited by J. Feagin and P. Batur. New York: Springer

Bonilla-Silva, Eduardo, Louise Seamster and **Victor Ray**. 2015. "Unpacking the Imperialist Knapsack: White Privilege and Imperialism in Obama's America." In *I Don't See Race*, eds. B. Bergo and T. Nicholls. Pennsylvania State University Press, 146-166.

Bonilla-Silva, Eduardo, and **Victor Ray**. 2009. "IT'S REAL! Racism, Color Blindness, Obama, and the Urgent Need for Social Movement Politics," *Crisis, Politics and Critical Sociology*, edited by G. Cassano, and R. Della Bruno, Boston, MA: Brill, Studies in Critical Social Sciences.

Replies to Comments

Randolph, Antonia, **Victor Ray**, Megan Underhill, and David Luke. 2019. "Response to Weddington: More Lessons from Afro-Pessimism." *Sociology of Race and Ethnicity*. 5(2) 289-293

Introductions to Edited Special Issues

Christian, Michelle, **Victor Ray**, and Louise Seamster. 2019. "Introduction to Special Issue #1: New Directions in Critical Race Studies: Racism, White Supremacy, and Resistance." *American Behavioral Scientist*. <https://doi.org/10.1177/0002764219842623>

Christian, Michelle, **Victor Ray**, and Louise Seamster. 2019. "Introduction to Special Issue #2: Critical Race Theory and Empirical Sociology." *American Behavioral Scientist*. <https://doi.org/10.1177/0002764219859646>

Encyclopedia Entries

Ray, Victor. (Forthcoming). "Colorism." In Ritzer, George (ed.) *The Wiley-Blackwell Encyclopedia of Sociology, 2nd Edition*. Oxford, England. Blackwell Publishing Ltd.

Ray, Victor. 2015. "Race and Military." In Stone, John, Rutledge Dennis, Polly Rizova and Anthony D. Smith (eds.) *The Wiley-Blackwell Encyclopedia of Race, Ethnicity, and Nationalism*. Oxford, England. Blackwell Publishing Ltd.

Ray, Victor. 2013. "Scholarship: Humanities (Poststructuralism)," In Mason, Patrick (ed) *Encyclopedia of Race and Racism 2nd Edition*, Detroit, MI: Macmillan Reference USA.

Ray, Victor. 2010. "'One-Drop' to Rule them All?: Colorism and the Spectrum of Racial Stratification in the Twenty-First Century," *Race and Ethnic Relations in the 21st Century: History, Theory, Institutions, and Policy*, edited by Rashawn Ray, San Francisco, CA: Cognella, University Readers.

Book Reviews

Ray, Victor. 2019. Book Review. White Kids: Growing up with Privilege in a Racially Divided America. *Social Forces*, 97(4), e1-e3.

Ray, Victor. 2017. Book Review. Racial Theories in the Social Sciences: A Systemic Racism Critique. *Contemporary Sociology*, 46(5), 553-554.

Ray, Victor. 2015. Book Review: Reign of Error: The Hoax of the Privatization Movement and the Danger to America's Public Schools. *Humanity and Society*, 39(4), 479-480.

Guest Edited Special Issues

Christian, Michelle, Louise Seamster, and Victor Ray (Eds.) 2019. "New Directions in Critical Race Studies 1: Sociological Imaginations and Theoretical Insights." *American Behavioral Scientist*.

Christian, Michelle, Louise Seamster, and Victor Ray (Eds.) 2019. "New Directions in Critical Race Studies 2: The Empirical Landscape of Critical Race Studies." *American Behavioral Scientist*.

ARTICLES IN PROGRESS

Ray, Victor and David Embrick. "Diversity and Inclusion in Contemporary Race Scholarship"

Invited submission to *Annual Review of Sociology* (in progress)

Public Writing

Ray, Victor. 2019. "Why I Write for the Public." Inside Higher Ed. Conditionally Accepted. May 17, 2019. Retrieved August 19, 2019.

(<https://www.insidehighered.com/advice/2019/05/17/academics-should-write-public-political-personal-and-practical-reasons-opinion>)

Ray, Victor. 2019. "What is a Racialized Organization?" *Works in Progress* (blog), June 26, 2019.

Retrieved August 19, 2019. (<http://www.wipsociology.org/2019/06/26/what-is-a-racialized-organization/>)

Ray, Victor. 2019. "How to Start Writing for the Public." Inside Higher Ed. Conditionally Accepted. July 12, 2019. Retrieved August 19, 2019.

(<https://www.insidehighered.com/advice/2019/07/12/advice-writing-effectively-public-opinion>)

Ray, Victor. 2018. "Three Faulty Premises Many Conservatives Believe About Diversity of Thought." Inside Higher Ed. Conditionally Accepted. June 18, 2018. Retrieved August 19, 2018.

(<https://www.insidehighered.com/advice/2018/06/08/three-faulty-premises-many-conservatives-believe-about-diversity-thought-opinion>)

Ray, Victor. 2018. Trump Pardons Jack Johnson, Pillories NFL Players, a Familiar Pattern for Dealing with America's Black Heroes. The Washington Post. May 31, 2018. Retrieved August 19, 2018.

(https://www.washingtonpost.com/news/post-nation/wp/2018/05/31/some-white-americans-like-their-black-heroes-safely-locked-away-in-the-past/?utm_term=.c23623261644)

Ray, Victor. "The Racial Politics of Citation" Inside Higher Ed. Conditionally Accepted.

April 27, 2018. Retrieved August 20, 2018.

(https://www.insidehighered.com/advice/2018/04/27/racial-exclusions-scholarly-citations-opinion#disqus_thread)

Ray, Victor. 2018. "Why Critique Inequality in Our Disciplines?" Inside Higher Ed. Conditionally Accepted. March 16, 2018. Retrieved March 20, 2018

(<https://www.insidehighered.com/advice/2018/03/16/assessing-inequality-sociology-opinion>)

- Ray, Victor. 2018. National Geographic Acknowledged it's Racist Past, Then Steps on its Message with a Cover Photo. *The Washington Post*. March 16, 2018. Retrieved March 20, 2018 (https://www.washingtonpost.com/amphtml/news/post-nation/wp/2018/03/16/national-geographic-acknowledged-its-racist-past-then-steps-on-its-message-with-a-cover-photo/?tid=ss_tw&utm_term=.9aff60f31124&__twitter_impression=true)*
- Ray, Victor. 2018. Is Gender Bias and Intended Feature of Teaching Evaluations? *Inside Higher Ed*. Conditionally Accepted. February 9, 2018. Retrieved March 20, 2018. (<https://www.insidehighered.com/advice/2018/02/09/teaching-evaluations-are-often-used-confirm-worst-stereotypes-about-women-faculty#.WoBF0zBEhpd.twitter>)
- Ray, Victor. 2018. Introducing the New Editor of 'Conditionally Accepted.' *Inside Higher Ed*. Conditionally Accepted. January 5, 2018. Retrieved March 20, 2018. (<https://www.insidehighered.com/advice/2018/01/05/conditionally-accepted-announces-new-editor-essay>)
- Ray, Victor. 2017. "A Sociologist's Note to the Political Elite." *Contexts Blog*. August 25, 2017. Retrieved Sept. 21, 2017. (<https://contexts.org/blog/after-charlottesville/#ray>)
- Ray, Victor. 2017. "Weaponizing Free Speech." *Inside Higher Ed*. Conditionally Accepted Blog. June 30, 2017. Retrieved Sept. 21, 2017. (<https://www.insidehighered.com/advice/2017/06/30/right-using-comments-left-wing-professors-delegitimize-higher-ed-essay>)
- Ray, Victor. 2017. "Trump Coalition Threatens a Return to the Jim Crow Era." *Newsweek*. March 29, 2017. Retrieved Sept. 21, 2017. (<http://www.newsweek.com/trump-coalition-threatens-return-jim-crow-era-576295>)
- Ray, Victor. 2017. "Advice to Minority Scholars for Obtaining Financial Support for Research." *Inside Higher Ed*. Conditionally Accepted Blog. February 17, 2017. Retrieved Sept. 21, 2017. (<https://www.insidehighered.com/advice/2017/02/17/advice-minority-scholars-obtaining-financial-support-research-essay>)
- Ray, Victor. 2017. "How Academic Funding is Racialized." *Inside Higher Ed*. Conditionally Accepted Blog. February 10, 2017. Retrieved Sept. 21, 2017. (<https://www.insidehighered.com/advice/2017/02/10/how-academic-funding-racialized-essay>)
- Ray, Victor. 2016. "The Unbearable Whiteness of Mesearch." *Inside Higher Ed*. Conditionally Accepted Blog. October 26, 2016. Retrieved Sept. 21, 2017. (<https://www.insidehighered.com/advice/2016/10/21/me-studies-are-not-just-conducted-people-color-essay>)
- Ray, Victor. 2016. "Trump's Call for Dystopian Policing." *Boston Review*. October 18, 2016. Retrieved Sept. 21, 2017. (<http://bostonreview.net/race/victor-ray-broken-windows-stop-frisk>)

Ray, Victor. 2016. "Thank You for Your Unreasonable Demands." *Seven Scribes*. April 27, 2017. Retrieved Sept. 21, 2017. (<http://sevenscribes.com/unreasonable-demands/>)

Ray, Victor. 2016. The Concerns of Student Protesters and What Sociology Has to Offer. *Footnotes*, (<http://www.asanet.org/news-events/footnotes/jul-aug-2016/features/concerns-student-protesters-and-what-sociology-has-offer>)

Ray, Victor. 2015. "An Open Letter to My White Grandfather." *Gawker*. May 5, 2015. Retrieved Sept. 21, 2017. (<http://gawker.com/an-open-letter-to-my-white-grandfather-1701035760>)

Ray, Victor. 2015. "When Medical Errors Involve Service Members." *The New York Times*. April 29, 2015. Retrieved Sept. 21, 2017. (https://www.nytimes.com/2015/04/29/opinion/when-medical-errors-involve-service-members.html?mcubz=1&_r=0)

*Cited in *Non-profit quarterly*, *FAIR*, *Melville House Public Books*, *The Annex Podcast*, *Salon*, *The Society Pages*, and *The Root*

Selected Media Appearances:

2017. I was interviewed by the Canadian Broadcasting Company on National Geographic's issue on race.

(<http://www.cbc.ca/radio/thecurrent/the-current-for-march-14-2018-1.4574402/how-national-geographic-upheld-colonialist-primitive-view-of-africa-and-asia-1.4574518>)

Ray, Victor. 2017. Invited lecture and discussion on Ibram X. Kendi's, "Stamped from the Beginning: The Definitive History of Racist Ideas in America." Sponsored by The East Tennessee Historical Society and the Knox County Public Library

I was interviewed the Nashville Ledger (March 13, 2015):
<http://www.tnledger.com/editorial/Article.aspx?id=79768>

I was interviewed on WBRI local television on hate crimes and Fraternities (March 18th, 2015).

I was interviewed on the nationally syndicated Dartmouth and SiriusXM show, *The Briefing* (May 18th, 2015).

SELECTED RECENT PRESENTATIONS

Ray, Victor. 2019. "Racialized Organizations Theory: The Case of Airbnb." Paper presented at the American Sociological Association, August 12, 2019. New York, New York.

Ray, Victor. 2018. "A Theory of Racialized Organizations." Invited Presentation at The University of Iowa Department of Sociology, February 22, 2019. Iowa City, Iowa.

Ray, Victor. 2018. "A Theory of Racialized Organizations." Invited Presentation at The University of Wisconsin Department of Sociology, December 3, 2018. Madison, Wisconsin.

- Ray, Victor. 2018. "A Theory of Racialized Organizations." Invited Presentation at Brown University Department of Sociology, November 7, 2018. Providence, Rhode Island.
- Ray, Victor. 2018. "Organizational Theory and Sociology's Racial Contract," Paper presented at the Association for Black Sociologists, August 11, 2018, Philadelphia, Pennsylvania.
- Ray, Victor. 2018. "Structure for them, Merit for Us," paper presented at the American Sociological Association, August 13, 2018, Philadelphia, Pennsylvania.
- Ray, Victor. 2017. "Towards a Critical Race Theory of Organizations" paper presented at the American Sociological Association, August 12, Montreal, Canada.

SELECTED HONORS, AWARDS, & FELLOWSHIPS

- 2019 Ford Foundation Postdoctoral Fellowship
Southern Sociological Society Junior Scholar Award
- 2014 American Sociological Association/National Science Foundation Fund for
the Advancement of the Discipline (Funded \$6,270)
- 2013 Summer Research Fellowship, Duke University

Sulzberger Family/Dan Levitan Social Policy Graduate Research Fellow,
Duke University
- 2012 American Sociological Association Minority Fellowship

Summer Research Fellowship, Duke University

Vorsanger-Smith Scholar Award, Duke University Sociology Department

Elsie Van Dyck Dewitt Fellow, Vassar College

Dean's Award for Excellence in Mentoring, Duke University
- 2011 Ernestine Friedl Research Award (\$500), Duke University

Linda K. George Research Fund (With Steven Foy) (\$1,085), Duke
University

Duke Interdisciplinary Initiative in Social Psychology (\$500)

Aleane Webb Dissertation Research Award (\$400), Duke University

	Summer Research Fellowship, Duke University
2010	National Science Foundation Dissertation Improvement Grant Future of Minority Studies-Mellon Fellowship
2009	Ford Foundation Pre-Doctoral Diversity Fellowship Distinction, Preliminary Examination in Race and Ethnicity, Duke University Distinction, Preliminary Examination in Stratification, Duke University
2007	Duke Fellowship General honors, Vassar College Phi Beta Kappa
2006	Ford Scholar, Vassar College
2005	Vassar Exploring Transfer Scholarship
2004	Vassar College Scholarship

TEACHING:

Spring	2019	Sociology, 341 Social Inequalities Sociology, 509 Foundations of Critical Race Theory
Fall	2018	Sociology, Women, Gender, and Sexuality 375 Gender in Society Sociology, 341 Social Inequalities
Spring	2018	Sociology, 341 Social Inequalities Sociology, 509 Foundations of Critical Race Theory
Spring	2017	Sociology, Sociology, Women's Studies 375 Gender in Society Sociology, 695 Contemporary Sociological Theories of Race and Ethnicity
Fall	2016	Sociology, African Studies, American Studies 343 Race and Ethnicity Sociology, 341 Social Inequalities
Spring	2016	Sociology, 341 Social Inequalities Sociology, African Studies, American Studies 343 Race and Ethnicity

Fall	2015	Sociology, 341 Social Inequalities
Spring	2015	Sociology, 341 Social Inequalities
Fall	2014	Sociology, African Studies, American Studies 343 Race and Ethnicity Sociology, Women's Studies 375 Gender in Society
Summer	2013	Instructor, Introduction to Sociology Duke University

JOURNAL REVIEWER

American Journal of Sociology, American Sociological Review, American Behavioral Scientist, Contexts, Critical Sociology, Ethnic and Racial Studies, Humanity and Society, Social Currents, Social Forces, Social Psychology Quarterly, Sociology of Race and Ethnicity, Sociological Focus, Sociological Forum, Social Problems, Souls

CONFERENCE ORGANIZER/MODERATOR:

2017	The University of Tennessee-Knoxville: New Directions in Critical Race and Ethnic Studies, May
2012	Duke University, Research and Resistance: Race Across the Disciplines, Panel titled <i>Colorism</i> , March.
2011	Association of Black Sociologists, Panel titled <i>Shades of Sickness: Racial Stratification as a Fundamental Cause of Health Disparities</i> , August.

SERVICE:

2018-	Faculty Senate, The University of Tennessee Knoxville
2015-2018	Dean's Advisory Council, The University of Tennessee Knoxville Graduate Program Committee, Department of Sociology, The University of Tennessee Knoxville Gender Climate Committee, Department of Sociology, The University of Tennessee Knoxville
2009-13	Founding Coordinator, Race Workshop, Department of Sociology, Duke University
2012	Dean's Advisory Committee on Racial Climate, Graduate School of Arts and Sciences, Duke University
2010	Faculty Search Committee, Department of Sociology, Duke University
2007	Political Action Chair, Black Students Union, Vassar College Vice-Chair, Council of Black Seniors, Vassar College Urban Studies Major Committee, Vassar College

2006

Dean's Advisory Equity Project, Vassar College

PROFESSIONAL AFFILIATIONS

American Sociological Association

American Studies Association

Association of Black Sociologists

Eastern Sociological Society

Southern Sociological Society

Society for the Study of Social Problems