

Victor Erik Ray

University of Tennessee
Department of Sociology
901 McClung Tower
Knoxville, Tennessee 37996-0490

EDUCATION

May 2014 Ph.D., Sociology, Duke University
December 2010 M.A. Sociology, Duke University
2007 B.A. Urban Studies, Vassar College (with honors)

CURRENT POSITION

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

RESEARCH AND TEACHING INTERESTS

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

PUBLICATIONS

Journal Articles

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

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

Ray, Victor. (Forthcoming 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. Bettina Bergo and Tracey 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 Graham Cassano, and Richard Della Bruno, Boston, MA: Brill, Studies in Critical Social Sciences.

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. 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.

Public writing

- Ray, Victor. 2018. "Three Faulty Premises Many Conservatives Believe About Diversity of Thought." 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/amhtml/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#.WoBFOzBEhpd.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. 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)

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>)

*Cited in Non-profit quarterly,

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).

PRESENTATIONS

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. 2018. "Why Critique Inequality in Our Disciplines?" paper presented at the Eastern Sociological Association, February 26, Baltimore, Maryland.
- Ray, Victor. 2017. "A Theory of Racialized Organizations," paper presented at the University of Tennessee Department of Sociology, August 30, Knoxville, Tennessee.
- Ray, Victor. 2017. "Towards a Critical Race Theory of Organizations" paper presented at the American Sociological Association, August 12, Montreal, Canada.
- Seamster, Louise and Victor Ray. 2017. "Against Teleology in the Study of Race and Ethnicity" paper presented at the New Directions in Critical Race and Ethnic Studies Conference, April 28, The University of Tennessee, Knoxville
- Ray, Victor. 2016. "Collateral Damage: Race, Gender, and the Post Combat Transition" invited paper presented at the University of Georgia Department of Sociology, November 7, Athens, Georgia.
- Ray, Victor. 2015. "A Theory of Racialized Organizations" invited paper presented at Texas A&M Department of Sociology, November 6, College Station, Texas.
- Ray, Victor. 2015. "A Theory of Racialized Organizations" invited paper presented at the Duke University Race Workshop, October 18, Durham, North Carolina.
- Ray, Victor. 2015. "A Theory of Racialized Organizations," paper presented at the American Sociological Association, August 24, Chicago, Illinois.
- Ray, Victor. 2012. "All You Can't Be: Rethinking Race in the Military," paper presented at Association of Humanist Sociologists meeting, November 7, Nashville, Tennessee.
- Ray, Victor. 2012. "Friendly Fire: Punitive Empathy and Mental Health Care Seeking Among Iraq and Afghanistan Veterans," paper presented at Annual Meeting of the American Sociological Association, August 19, Denver, Colorado.
- Ray, Victor and Steven Foy. 2011. "The Shade of a Criminal Record: Colorism, Incarceration, and Racial Attribution," paper presented at the Annual Meeting of the European Sociological Association, September 9, Geneva, Switzerland.
- Ray, Victor. 2011. "Punitive Empathy: Producing Inequality Among Minority Veterans," paper presented at the Annual Meeting of the Association of Black Sociologists, August 19, Las Vegas, NV.
- Ray, Victor. 2010. "Bringing the War Home: Race, Gender and the Post-Service Transition," paper presented at the Future of Minority Studies Seminar, August 5, Cornell University, Ithaca, NY.

Ray, Victor. 2009. "Teaching Race Structurally," paper presented at the Annual Meeting of the Southern Sociological Society, April 4, New Orleans, LA.

HONORS & FELLOWSHIPS

- 2014 American Sociological Association/National Science Foundation Fund for the Advancement of the Discipline (Funded \$6,270)
- 2013 Summer Research Fellowship, Duke University
- 2013 Sulzberger Family/Dan Levitan Social Policy Graduate Research Fellow, Duke University
- 2012 American Sociological Association Minority Fellowship
- 2012 Summer Research Fellowship, Duke University
- 2012 Vorsanger-Smith Scholar Award, Duke University Sociology Department
- 2012 Elsie Van Dyck Dewitt Fellow, Vassar College
- 2012 Dean's Award For Excellence in Mentoring, Duke University
- 2011 Ernestine Friedl Research Award (\$500), Duke University
- 2011 Linda K. George Research Fund (With Steven Foy) (\$1,085), Duke University
- 2011 Duke Interdisciplinary Initiative in Social Psychology (\$500)
- 2011 Aleane Webb Dissertation Research Award (\$400), Duke University
- 2011 Summer Research Fellowship, Duke University
- 2010 National Science Foundation Dissertation Improvement Grant
- 2010 Future of Minority Studies-Mellon Fellowship
- 2009 Ford Foundation Pre-Doctoral Diversity Fellowship
- 2009 Distinction, Preliminary Examination in Race and Ethnicity, Duke University
- 2009 Distinction, Preliminary Examination in Stratification, Duke University

2007	Duke Fellowship
2007	General honors, Vassar College
2007	Phi Beta Kappa
2006	Ford Scholar, Vassar College
2005	Vassar Exploring Transfer Scholarship
2004	Vassar College Scholarship

TEACHING:

Spring 2017	Faculty, Sociology, Women, Gender, and Sexuality 375 Gender in Society Faculty, Sociology, 695 Contemporary Sociological Theories of Race and Ethnicity
Spring 2016	Faculty, Sociology, African Studies, American Studies 343 Race and Ethnicity Faculty, Sociology 341 Social Inequalities
Fall 2016	Faculty, Sociology 341 Social Inequalities Faculty, Sociology, African Studies, American Studies 343 Race and Ethnicity
Spring 2015	Faculty, Sociology, African Studies, American Studies 343 Race and Ethnicity
Fall 2015	Faculty, Sociology 341 Social Inequalities
Fall 2014	Faculty, Sociology, African Studies, American Studies 343 Race and Ethnicity Faculty, Sociology, Women, Gender, and Sexuality 375 Gender in Society
Summer 2013	Instructor, Introduction to Sociology Duke University

JOURNAL REVIEWER

American Journal of Sociology, American Sociological Review, American Behavioral Scientist, 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 *Colorism*, March.
- 2011 Association of Black Sociologists, Panel titled *Shades of Sickness: Racial Stratification as a Fundamental Cause of Health Disparities*, 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