

Victor Erik Ray

EDUCATIONAL AND PROFESSIONAL HISTORY

EDUCATION

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

POSITIONS

- 2021-Present F. Wendell Miller Associate Professor, Department of Sociology and Criminology and African American Studies, The University of Iowa
Director of Graduate Studies, African American Studies
- 2019-2021 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

SCHOLARSHIP

PUBLICATIONS

Journal Articles

Tiako, Max Jordan Nguemini, Eugenia C. South, and Victor Ray. 2021. "Medical Schools as Racialized Organizations: A Primer." *Annals of Internal Medicine*

Ray, Victor. 2019. "A Theory of Racialized Organizations." *American Sociological Review* 84(1): 26-53.
Winner: Theory Prize, The American Sociological Association Theory Section
Kimberlé Crenshaw Outstanding Article Award, The Society for the Study of Social Problems Division on Racial and Ethnic Minorities
Honorable Mention: Junior Theorist Prize, The American Sociological Association Theory Section
Oliver Cromwell Cox Article Award, The American Sociological Association Section on Racial and Ethnic Minorities
W. Richard Scott Award, The American Sociological Association Section Organizations, Occupations, and Work

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: Understanding People in their Social Worlds* 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. "Critical Diversity in the U.S. 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.

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 Refereed Special Issues

Christian, Michelle, Louise Seamster, and Victor Ray. 2019. "New Directions in Critical Race Theory and Sociology: Racism, White Supremacy, and Resistance." *American Behavioral Scientist* 63(13) 1731-1740.

Christian, Michelle, Louise Seamster, and Victor Ray. 2019. "Critical Race Theory and Empirical Sociology." *American Behavioral Scientist* Online First: <https://journals-sagepub-com.proxy.lib.uiowa.edu/doi/full/10.1177/0002764219859646>

Book Reviews

Ray, Victor. 2020. Book Review: Antiracism is a Constant Struggle. *Contexts: Sociology for the Public, Summer 2020*.

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.

Works In Progress

Saadi, Altaf and Victor Ray. Healthcare Organizations, The Carceral State, and Structural Racism (Under Review)

Tiako, Max Jordan Nguemeni, Victor Ray, and Eugenia C. South. Medical Schools as Racialized Organizations: How race-neutral structures sustain racial inequality in medical education (Under review)

Ray, Victor, Pamela Herd and Don Moynihan. "Racialized Burdens: Applying Racialized Organization Theory to the Administrative State." (Revise and Resubmit)

Mueller, Jennifer C. and Victor Ray. The Racial Structure of Sociological Thought. Book-length edited volume, writing in progress and prospectus under review. (in progress equal co-authorship)

Public Writing

Ray, Victor. 2021. "Why Did Companies Take So Long to Divest from White Supremacy?" Harvard Business Review.

Ray, Victor. 2020. "Trump Calls Critical Race Theory "un-American." Let's Review." The Washington Post. October 2, 2020.

Ray, Victor and Alan Aja. 2020. "Racism isn't about ignorance. Some highly educated people have upheld systemic inequality." The Washington Post. June 18, 2020.

Ray, Victor. 2019. "Why So Many Organizations Stay White." Harvard Business Review. Retrieved January 14, 2020.

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

Ray, Victor. "The Racial Politics of Citation" Inside Higher Ed. Conditionally Accepted. April 27, 2018. Retrieved August 20, 2018.

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.

Ray, Victor. 2017. "A Sociologist's Note to the Political Elite." Contexts Blog. August 25, 2017. Retrieved Sept. 21, 2017.

Ray, Victor. 2017. "Weaponizing Free Speech." Inside Higher Ed. Conditionally Accepted Blog. June 30, 2017.

Ray, Victor. 2017. "How Academic Funding is Racialized." Inside Higher Ed. Conditionally Accepted Blog. February 10, 2017.

Ray, Victor. 2016. "The Unbearable Whiteness of Mesearch." Inside Higher Ed. Conditionally Accepted Blog. October 26, 2016. Retrieved Sept. 21, 2017.

Ray, Victor. 2016. "Trump's Call for Dystopian Policing." Boston Review. October 18, 2016. Retrieved Sept. 21, 2017.

Ray, Victor. 2015. "When Medical Errors Involve Service Members." The New York Times. April 29, 2015.

PRESENTATIONS

Selected Invited Lectures, Talks, and Panels

2022 Northwestern University, Kellogg School of Management, April 20, Chicago, Illinois.

Invited Keynote, Sociology of Education Association Annual Conference, February 18, Pacific Grove, California.

The University of Illinois Urbana-Champaign, Department of Sociology, February 7, Urbana-Champaign, Illinois.

The University of Alberta, Department of Sociology, January 26, Alberta, Canada.

2021 The University of Pennsylvania, Department of Sociology, November 17, Philadelphia, Pennsylvania.

The University of Maryland, Department of Sociology, September 15, College Park, Maryland.

The University of California, Berkeley, Department of Social Welfare, August 20, Berkeley, California.

Brookings Institution, April 19, Washington, DC.

Keynote, Molloy College, March 30, Rockville Centre, New York.

University of North Carolina Department of Sociology, March 24, Chapel Hill, North Carolina.

Brandeis University Department of Sociology, March 10, Waltham, Massachusetts.

Keynote, Bates College, February 3, Lewiston, Maine.

University of Pittsburgh Katz Graduate School of Business, January 22, Pittsburgh, Pennsylvania.

2020 Yale School of Medicine, December 15, New Haven, Connecticut.

- University of North Carolina Department of Sociology, December 10, Chapel Hill, North Carolina.
- The University of Washington Department of Sociology, December 3, Seattle, Washington.
- Keynote, Southern Connecticut State, November 16, New Haven, Connecticut.
- Keynote, The University of Massachusetts, Amherst. November 11, Amherst, Massachusetts.
- Notre Dame Department of Sociology Theory Workshop, November 4, South Bend, Indiana.
- Boston University Department of Sociology, November 2, Boston, Massachusetts.
- Rice University, Racism and Racial Experiences Workgroup, October 28, Houston, Texas.
- Getting the Word Out: Promoting Your Research to the Public. October 21, American Sociological Association Webinar.
- Antiracism, Allyship, and Authenticity: Building Internal Capacity for Institutional Change. August 4. University of Michigan Center for Positive Organizations and Managerial and Organizational Cognition Division of the Academy of Management Webinar.
- Institute Convergences Migrations Collège de France-CNRS, April 24, Paris, France.+
- Invited Presentation at the University of Paris-Dauphine, April 23, Paris, France.+
- Keynote, The University of Richmond, April 6. Richmond, Virginia.+
- The Kirwan Institute for the Study of Race and Ethnicity, March 26, Columbus, Ohio.+
- The University of Minnesota Department of Sociology, March 2, Minneapolis, Minnesota.
- 2019 The University of Arizona School of Sociology, November 15, Tucson, Arizona
- The Emory University Department of Sociology, October 28, Atlanta, Georgia.
- The University of Iowa Department of Sociology, February 22, Iowa City, Iowa.
- The University of Wisconsin Department of Sociology, February 11, Madison, Wisconsin.
- 2018 Brown University Department of Sociology, November 7, Providence, Rhode Island.

HONORS

- 2021 Brookings Institution Nonresident Senior Fellow
- 2020 Distinguished Early Career Award, American Sociological Association Section on Racial and Ethnic Minorities
- 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

MEMBERSHIPS

American Sociological Association, Southern Sociological Society, Society for the Study of Social Problems, Association of Black Sociologists, Eastern Sociological Society