

## Victor Erik Ray

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### 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, Stratification, Gender

### PUBLICATIONS

#### Journal Articles

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

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) "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 21<sup>st</sup> Century*. Leiden, Netherlands: Brill Academic Publishers.

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. 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)," *Encyclopedia of Race and Racism 2<sup>nd</sup> Edition*, edited by Patrick Mason, 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 21<sup>st</sup> 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.

## **PRESENTATIONS**

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**

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| 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

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### **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:**

- 2015-2017     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