

Victor Erik Ray

August 2025

The University of Iowa

Department of Sociology and Criminology

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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, The University of Iowa

2023 Visiting Professor, Dauphine Recherches en Management Group, The Université of Paris-Dauphine

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

Books

- Ray, Victor. 2022. *On Critical Race Theory: What it is & Why it Matters*. Penguin Random House.
- Publisher's Weekly, Starred review, May 26, 2022.
 - Chicago Tribune, August 27, 2022.
 - Amazon Editor's Pick.
 - Contexts: Sociology for the Public, March 2, 2023.
 - Sociology of Race and Ethnicity, August 26, 2023
 - Rutgers Law Record, April 20, 2024.

- Featured on *The Medhi Hasan Show*, *The New York Times*, *C-SPAN.org*, *Daily Kos*, *Meet the Press* (print interview), *Salon* (print interview), *Sorry Not Sorry* with Alyssa Milano, *Let's Grab Coffee* with SunAh Marie Laybourn, *WVON The Morning Show* with Rufus Williams, *The Annex Sociology Podcast*, *#RaceClass Podcast*, *Drinking with Historians*, *The Michelangelo Signorile Show*, *Diversity Matters* with Oscar Holmes IV, *This is Critical* with Virginia Heffernan, Harvard Kennedy School *Justice Matters Podcast*

Ray, Victor. *Racialized Organizations*. The University of Chicago Press. (Under Contract).

Textbooks

Desmond, Matthew, Mustafa Emirbayer, Karida Brown, and Victor Ray. 2025. *Race in America*, 3rd Edition. W.W. Norton and Company.

Journal Articles

Brown, Tyson, Patricia Homan, and Victor Ray. Forthcoming 2025. Advancing the Scientific Study of Structural Racism. *Annual Review of Sociology*.

Saadi, Altaf, and Victor E. Ray. 2023. "Police Violence in Health Care Settings in US Media Coverage." *JAMA Network Open* 6(11):e2342998.

Ray, Victor, Pamela Herd, and Don Moynihan. 2023. "Racialized Burdens: Applying Racialized Organization Theory to the Administrative State." *Journal of Public Administration Research and Theory* 33(1) 139-152.

Tiako, Max Jordan Nguemini, Victor Ray, and Eugenia C. South. 2022. Medical Schools as Racialized Organizations: How race-neutral structures sustain racial inequality in medical education—A Narrative Review. *Journal of General Internal Medicine*

Tiako, Max Jordan Nguemini, Eugenia C. South, and Victor Ray. 2021. "Medical Schools as Racialized Organizations: A Primer." *Annals of Internal Medicine* 174 (12) 1777-1778.

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

Reprinted in Massey, Garth, and Timothy L. O'Brien. 2023. *Readings for Sociology, Tenth Edition*. W.W. Norton, Incorporated.

And

Melaku, Tsedale M., Angie Beeman, and Christoph Winkler. 2024. *The Rowman & Littlefield Handbook on Workplace Diversity and Stratification*. Rowman & Littlefield.

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.

Editorials

Gómez, Jennifer M., Jennifer J. Freyd, Jorge Delva, Brenda Tracy, Lori Nishiura Mackenzie, Victor Ray, and Beverly Weathington. 2023. "Institutional Courage in Action: Racism, Sexual Violence, & Concrete Institutional Change." *Journal of Trauma & Dissociation* 24(2):157–70.

Replies to Comments

Tiako, Max Jordan Nguemini, Victor Ray, and Eugenia C. South. 2021. "Reply to Comment" *Annals of Internal Medicine*

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

Kramer, Rory, Victor Ray, and Eduardo Bonilla-Silva. 2025. "Introduction: Racism of Omission." *Social Problems* 62(1). doi: [10.1093/socpro/spaf006](https://doi.org/10.1093/socpro/spaf006).

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>

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.

Symposiums and Invited Essays

Ray, Victor. 2023. "Racialized Organizations and the Interest Divergence Dilemma ¹." *Sociological Forum* socf.12950.

Ray, Victor. 2023. "Pessimism of the Intellect, Cruel Optimism of the Will." *Ethnic and Racial Studies Review*, Symposium on Meer, Nasar. The Cruel Optimism of Racial Justice.

Ray, Victor. 2023. "Dead Serious Racial Humor." *Identities: Global Studies in Culture and Power*, Symposium on Pérez, Raúl, The Souls of White Jokes.

Book Reviews

Ray, Victor. 2025. Book Review: Working Homeless in America. *Liberal Currents*.

Ray, Victor. 2024. Book Review: In "The Message," Ta-Nehisi Coates delivers a fiery secular sermon. *The Emancipator*.

Ray, Victor. 2024. Book Review: The Last Plantation: Racism and Resistance in the Halls of Congress. *The Emancipator*.

Ray, Victor. 2024. Book Review: The Black Tax: 150 Years of Theft, Exploitation, and Dispossession in America. *Democracy Journal*.

Ray, Victor. 2024. Book Review: Imagination: A Manifesto. *Science*.

Ray, Victor. 2023. Book Review: The Death of Affirmative Action.” *American Journal of Sociology*. 129(1).

Ray, Victor. 2023. Book Review: Review of ‘The Racialized Social System: Critical Race Theory as Social Theory.’” *Social Forces* soac146.

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

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 Sociology and Other Writing

Gowayed, Heba and Victor Ray. 2026. “[Abolishing ICE Isn’t Enough—It’s Time to Center People’s Humanity](#).” The Guardian US.

Feingold, Jonathan and Victor Ray. 2026. “[Promoting a New Segregation](#).” Liberal Currents.

Ray, Victor. 2025. “[A Tent Big Enough for Bigots but Too Small for Critical Race Theory](#)” Liberal Currents.

Ray, Victor. 2025. “[The Heritage Foundation, Groupers, and the Narcissism of Small Differences](#).” Liberal Currents.

Ray, Victor. 2025. “[White Fragility Comes to the Naval Academy](#).” Liberal Currents.

Ray, Victor. 2025. “[Eliminating DEI Isn’t Just Racist — It’s Segregationist](#).” *The Emancipator*.

Ray, Victor. 2024. “[Student Protesters Are Right to Be Wary of Bad-Faith Journalists](#).” Jacobin. Retrieved May 26, 2024.

Ray, Victor. 2024. "[The Supreme Court gutted the Voting Rights Act ten years ago. Voter Suppression has surged.](#)" The Emancipator. Retrieved April 6, 2024.

Ray, Victor. 2024. "[The Class Politics of Fine Dining.](#)" Contexts Blog. Retrieved April 6, 2024.

Delgado, Richard, Aja Martinez, and Victor Ray. 2023. "[On the Importance of Critical Race Theory—and the Delusional Attacks On It.](#)" Literary Hub. Retrieved April 6, 2024.

Ray, Victor and Tsedale M. Melaku. 2023. "[Countering the Corporate Diversity Backlash.](#)" MIT Sloan Management Review. Retrieved August 11, 2023.

Ray, Victor. 2023. "[Florida Man Calls the Thought Police.](#)" The Nation, Retrieved January 11, 2023.

Ray, Victor. 2022. "[To Save the Republic, Confront the Carceral State.](#)" The New Republic, Retrieved December 2, 2022.

McGhee, Heather and Victor Ray. 2022. "[School is for Making Citizens](#)" The New York Times. Retrieved September 2, 2022.

Ray, Victor. 2022. "[Critical Race Theory's Merchants of Doubt.](#)" Time Magazine. Retrieved August 1, 2022.

Ray, Victor. 2022. "[Critical Race Theory: The Real Reason for Today's Moral Panic.](#)" Democracy Journal. Retrieved June 17, 2022.

Ray, Victor. 2022. "[The White Moderates MLK Warned Us About.](#)" CNN Opinion. Retrieved January 25, 2022.

Jefferson, Hakeem and Victor Ray. 2022. "[White Backlash is A Type of Racial Reckoning, Too.](#)" FiveThirtyEight. Retrieved January 6, 2022.

Ray, Victor. 2021. "[Foster and Thomas Appointed Editors of *Sociology of Race and Ethnicity*](#)" Footnotes: A Magazine of the American Sociological Association. Retrieved November 19, 2021.

Ray, Victor. 2021. "[Why Did Companies Take So Long to Divest from White Supremacy?](#)" Harvard Business Review. Retrieved January 31, 2021.

Ray, Victor. 2020. "[Trump Calls Critical Race Theory "un-American." Let's Review.](#)" The Washington Post. October 2, 2020. Retrieved October 11, 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. Retrieved June 19, 2020:

Ray, Victor. 2019. [“Why So Many Organizations Stay White.”](#) Harvard Business Review. Retrieved January 14, 2020:

Ray, Victor. 2019. [“Why I Write for the Public.”](#) Inside Higher Ed. Conditionally Accepted. May 17, 2019. Retrieved August 19, 2019.

Reprinted in: Denise, Eric Joy and Bertin M. Louis Jr. 2024. *Conditionally Accepted Navigating Higher Education from the Margins*. University of Texas Press.

Ray, Victor. 2019. [“What is a Racialized Organization?”](#) Works in Progress (blog), June 26, 2019. Retrieved August 19, 2019.

Ray, Victor. 2019. [“How to Start Writing for the Public.”](#) Inside Higher Ed. Conditionally Accepted. July 12, 2019. Retrieved August 19, 2019.

Reprinted in: Denise, Eric Joy and Bertin M. Louis Jr. 2024. *Conditionally Accepted Navigating Higher Education from the Margins*. University of Texas Press.

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.

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.

Ray, Victor. [“The Racial Politics of Citation”](#) Inside Higher Ed. Conditionally Accepted. April 27, 2018. Retrieved August 20, 2018.

Ray, Victor. 2018. [“Why Critique Inequality in Our Disciplines?”](#) Inside Higher Ed. Conditionally Accepted. March 16, 2018. Retrieved March 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. Retrieved March 20, 2018

Ray, Victor. 2018. [“Is Gender Bias and Intended Feature of Teaching Evaluations?”](#) Inside Higher Ed. Conditionally Accepted. February 9, 2018. Retrieved March 20, 2018.

Ray, Victor. 2018. [“Introducing the New Editor of ‘Conditionally Accepted.’”](#) Inside Higher Ed. Conditionally Accepted. January 5, 2018. Retrieved March 20, 2018.

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.

Ray, Victor. 2017. [“Trump Coalition Threatens a Return to the Jim Crow Era.”](#) Newsweek. March 29, 2017. Retrieved Sept. 21, 2017.

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.

Ray, Victor. 2017. [“How Academic Funding is Racialized.”](#) Inside Higher Ed. Conditionally Accepted Blog. February 10, 2017. Retrieved Sept. 21, 2017.

Ray, Victor. 2016. [“The Unbearable Whiteness of Meseach.”](#) 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. 2016. [“Thank You for Your Unreasonable Demands.”](#) Seven Scribes. April 27, 2017. Retrieved Sept. 21, 2017.

Ray, Victor. 2016. [“The Concerns of Student Protesters and What Sociology Has to Offer.”](#) Footnotes,

Ray, Victor. 2015. [“When Medical Errors Involve Service Members.”](#) The New York Times. April 29, 2015. Retrieved Sept. 21, 2017.

Selected Media Appearances

2025 Dirks, Sandhya, dir. 2025. “CIVIL RIGHTS EXPERTS ON DEIA BANS.” NPR *All Things Considered*.

2022 I was interviewed by Laura Coates about my CNN Op-ed on Dr. King and voting rights. January 18.

2021 The Guardian interviewed me about the Kyle Rittenhouse trial:
<https://www.theguardian.com/us-news/2021/oct/27/kyle-rittenhouse-shooting-trial>

I was featured on the podcast Critical Literary Consumption:
<https://anchor.fm/critlitconsumption/episodes/Reflections-on-Racialized-Organizations-in-Society-with-Dr--Victor-Ray-e15gndm/a-a69kklq>

I was interviewed by USA Today about racial inequality in corporate America a year after the protests over George Floyd’s murder

I was interviewed by local Pacific Radio affiliate WPFW about my work on race and organizations <http://www.wpfwfm.org/radio/programming/archived-shows>

I was interviewed by PBS and NPR for Southwest Florida local affiliate Gulf Coast Life
<https://news.wgcu.org/show/gulf-coast-life/2021-04-19/critical-race-theory-101>

I was interviewed by Nature News on Biden's appointment of Dr. Alondra Nelson to the Office of Science and Technology Policy <https://www.nature.com/articles/d41586-021-00159-z>

I was interviewed by USA today about the potential impact of Kamala Harris' vice presidency on corporate policy towards Black women
<https://www.usatoday.com/story/money/2021/01/20/kamala-harris-corporate-america-black-women/4213945001/?fbclid=IwAR2NN7Je7i5s3JHPBIStXrFOa8D08iloaYsF4Gm97wCL2lMjbW1sQHsUAY4>

2020 I was interviewed for this USA Today article on Kamala Harris and race in corporate America:
<https://www.usatoday.com/story/money/2020/11/11/kamala-harris-effect-black-women-corporate-america/6227172002/>

I was featured on the End of Sport Podcast discussing racialized organizations and sport:
<https://www.theendofsport.com/episodes/i8mprvh8orfytpyfiz6l6y3qevhgco>

I was interviewed by The Tennessean for a story about President Trump's Executive Order on diversity trainings:
<https://www.tennessean.com/story/opinion/2020/10/23/diversity-and-inclusion-training-pro-humanity-and-it-must-vital/5969000002/>

I was interviewed by Bloomberg Businessweek for this story on the use of hiring quotas:
<https://www.bloomberg.com/news/articles/2020-06-18/can-quotas-fix-racial-inequality-in-america-s-executive-ranks>

I was interviewed by DW (Germany) on Black Lives Matter protests in Europe:
<https://www.dw.com/en/black-lives-matter-is-a-reality-check-for-corporate-diversity-and-inclusion-strategies/a-54543668>

I was interviewed by inews.co.uk (United Kingdom) for a story about people apologizing for racist incidents:
<https://inews.co.uk/news/world/people-of-colour-uk-apologies-racist-incidents-black-lives-matter-protests-442614>

I was interviewed by Bloomberg Businessweek for this story on race and organizations:
<https://www.bloomberg.com/news/articles/2020-06-18/can-quotas-fix-racial-inequality-in-america-s-executive-ranks>

My work on race and organizations was cited:

<https://www.insidehighered.com/news/2020/06/16/author-discusses-his-new-book-universitys-approach-diversity>

My work on racialized organizations was featured on The Annex Sociology Podcast. 2020. I co-hosted The Annex Sociology Podcast as an expert on race and organizations.

2019 My work on racialized organizations featured on The B-Side Podcast

2018 The Canadian Broadcasting Company interviewed me on National Geographic and 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>

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

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

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

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

PRESENTATIONS

Selected Invited Lectures, Talks, and Panels

2025 University of Münster, Department of Sociology and German Research Foundation, November 21, Münster, Germany.

University of Michigan, Institute for Social Research, October 10, 2025, Ann Arbor, Michigan.

University of California, Santa Barbara, Department of Sociology, September 28, 2025, Santa Barbara, California.

University of Oxford, Rothermere American Institute, May 23rd, Oxford, England.

Vassar College, Department of Sociology, April 21st, Poughkeepsie, New York.

Harvard University, Department of Sociology, Race Workshop, March 28th, Cambridge, Massachusetts.

Tufts University, Department of Sociology, March 24th, Boston, Massachusetts.

Harvard Kennedy School, Democracy Panel Forum, March 11, Cambridge, Massachusetts.

Lafayette University, Department of Sociology, February 20th, Easton, Pennsylvania.

Duke University, Cultural Competence in Computing Program, February 15th, Durham, North Carolina.

2024 Keynote, Black Lives Matter: Political and artistic mobilization against systemic racism in the US and the

UK, Université Paul Valéry Montpellier 3, May 24, Montpellier, France.

The University of Chicago, Colloquium on Law and Social Science, April 11, Chicago, Illinois.

Zicklin School of Business, Baruch College, April 2, New York, New York.

Journal of the American Medical Association Equity Action Committee, March 27, Online Seminar

Tulane University, Department of Sociology, March 15, New Orleans, Louisiana.

Keynote, Charles Phelps Taft Memorial Lecture, University of Cincinnati, February 23, Cincinnati, Ohio.

McMaster University, Department of Sociology, February 8, Hamilton, Ontario, Canada.

2023 Keynote, Thomas P. Johnson Distinguished Visiting Scholar, Rollins College, October 20, Winter Park, Florida.

Northwestern University, Kellogg School of Management, October 4, Evanston, Illinois.

Stanford Center for Advanced Study in the Behavioral Sciences, Institute on Diversity, June 26, Palo Alto, California.

The University of Paris, Dauphine, Organizational Studies Group, May 22, Paris, France.

The University of Cambridge, Department of Sociology, May 19, Cambridge, United Kingdom.

New York University, Department of Sociology, May 1, New York, New York.

Harvard Changemakers Speaker Series, Ash Center for Democratic Governance and Innovation, Harvard Kennedy School, April 28, Cambridge, Massachusetts.

Northwestern University, School of Education and Social Policy, March 30, Evanston, Illinois.

Keynote, Columbia University, Conference and Workshop on Diversity, Equity, and Inclusion in Racialized Organizations, March 16, New York, New York.

Keynote, SUNY New Paltz, March 9, New Paltz, New York.

Keynote, Brown University Annenberg Institute for School Reform, February 23, Providence, Rhode Island.

Keynote, The University of Michigan–Flint, February 8, Flint, Michigan.

Panel Discussion, American Educational Research Association Organizational Theory Special Interest Group, January 31, Webinar.

Panel Discussion, The University of Southern California Rossier Pullias Center for Higher Education, January 26, Los Angeles, California.

2022 The University of Michigan, Department of Organizational Studies, December 14, Ann Arbor, Michigan.

Northwestern University, Department of Sociology, November 30, Evanston, Illinois.

Duke University, Department of Sociology Race Workshop, November 17, Durham, North Carolina.

Panel Discussion, The University of Washington, Dean's Forum on Race and Public Policy, Evans School of Public Policy & Governance, November 5, Seattle, Washington.

Keynote, The University of Delaware, November 2, Newark, Delaware.

The University of North Carolina at Chapel Hill, September 22, Chapel Hill, North Carolina.

Texas A&M Commerce, Department of Sociology, September 19, Commerce, Texas.

Cornell University, Brooks School of Public Policy, September 12, Ithaca, New York.

The University of Illinois Chicago, Institute for Research on Race and Public Policy Race Workshop, September 9, Chicago, Illinois.

Harvard University, Harvard Business School, May 5, Cambridge, Massachusetts.

Yale University, Department of Sociology, April 7, New Haven, Connecticut.

Northeastern University, Department of Sociology, March 31, Boston, Massachusetts.

Stanford University Center for Advanced Study in the Behavioral Sciences, March 18, Stanford, California.

Mississippi State University Race in America Lecture Series, March 4, Starkville, Mississippi.

The University of Louisville Department of Sociology Rieger Speaker Series, March 2, Louisville, Kentucky.

Keynote, Sociology of Education Association Annual Conference, February 25, Pacific Grove, California.

The University of Illinois Urbana-Champaign, Department of Sociology, February 4, Urbana-Champaign, Illinois.

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

The University of Iowa Retirement Association, January 18, Iowa City, Iowa.

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

Iowa City Public Library and The Oberman Center for Advanced Studies, September 30, Iowa City, Iowa.

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 Center, 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.

- The University of Pittsburgh Katz Graduate School of Business, January 22, Pittsburgh, Pennsylvania.
- 2020 Yale School of Medicine, December 15, New Haven, Connecticut.
- The 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.

Selected Recent Refereed Presentations

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

2018 “Organizational Theory and Sociology’s Racial Contract,” Paper presented at the Association of Black Sociologists, August 11, 2018, Philadelphia, Pennsylvania.

2017 “Towards a Critical Race Theory of Organizations” paper presented at the American Sociological Association, August 12, Montreal, Canada.

HONORS

2024-25 Fellow, Business in Global Society, Harvard Business School

2022-24 Fellow, Carr Center for Human Policy, The Harvard Kennedy School

2022 Big Ten Academic Alliance Fellow (declined)

2021-23 Nonresident Senior Fellow at the Brookings Institution

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

2013 Summer Research Fellowship, Duke University
Sulzberger Family/Dan Levitan Social Policy Graduate Research Fellow, Duke
University
Duke Interdisciplinary Initiative in Social Psychology
Aleane Webb Dissertation Research Award,
Duke University Summer Research Fellowship, 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, Duke University
Linda K. George Research Fund (With Steven Foy), 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 General honors, Vassar College
Phi Beta Kappa
Duke Fellowship
- 2006 Ford Scholar, Vassar College

MEMBERSHIPS

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

TEACHING

- Spring 2023 Sociology, 2830 Race and Ethnicity
African American Studies, 5900 Advanced Readings in African
American Culture
- Fall 2022 African American Studies, 3110 Race, Organizations, and the Workplace
- Spring 2022 Sociology, 7820 Special Topics Social Stratification
- Fall 2021 Sociology, 2830 Race and Ethnicity
African American Studies, 3100 Critical Race Theory
- Spring 2021 Sociology, 2830 Race and Ethnicity
African American Studies, 3110 Race, Organizations, and the Workplace
- Fall 2020 African American Studies, 3100 Critical Race Theory
- 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, 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

STUDENTS SUPERVISED

Ph.D. Dissertations

Zabel, Kevin (Psychology, UTK)	Committee Member, 2015
Thomas, Elizabeth (Psychology, UTK)	Committee Member, 2018
Darrell Walsh (Sociology, UTK)	Committee Member, 2018
Thom, Enkeshi (Sociology, UTK)	Committee Member, 2019
Fles, Elizabeth (Psychology, UTK)	Committee Member, 2019
Ince, Jelani (Sociology, Indiana University)	Committee Member, 2021
Hamilton, Alexis (Therapy, Iowa)	Committee Member, 2023
Iverson, Sarah (Sociology, NYU)	Committee Member, 2023
Espy, Hannah (Sociology, Iowa)	Committee Member, 2023
Toure, Nancy (Sociology, University of Illinois Chicago)	Committee Member, Ongoing
Toney, Kiera (Sociology, Cincinnati)	Committee Member, Ongoing
Linder, Sophia (Sociology, Yale)	Committee Member, Ongoing
Accoh, Kpoti (Therapy, Iowa)	Committee Member, Ongoing
Smith, Andrea (Sociology, Iowa)	Chair, Ongoing

Riley, Kendall

Committee Member, Ongoing

Masters Theses

Tucker, Jeanique (Political Science, University of Victoria)

Committee Member, 2017

Hinger, Bradley (Geography, UTK)

Committee Member, 2018

Barnes, Aya (Sociology, UTK)

Committee Member, 2020

Smith, Andrea

Chair, 2022

Libao, Madlynn

Chair, 2023

Belt, Leia

Committee Member, 2021

Riley, Kendall

Committee Member, 2023

Schamberger, Bianca

Committee Member, 2023

Undergraduate Theses Supervised

Metcalf, Hayley (UTK)

Committee Member, 2016

Greer, Anna (UTK)

Committee Member, 2018

Taylor, Morgan (Swarthmore College)

Committee Member, 2019

Smith, Soleil (Knox College)

Committee Member, 2020

Readings and Independent Study Supervision

Thom, Enkeshi

Spring 2015, 3 Credits

Oeser, Douglas

Spring 2015, 3 Credits

SERVICE

PROFESSION

Book Endorsements

2025 Miller-Idriss, Cynthia. 2025. *Man Up: The New Misogyny and the Rise of Violent Extremism*. Princeton, NJ.

Princeton University Press.

Garbes, Laura. 2025. *Listeners Like Who? Exclusion and Resistance in the Public Radio Industry*. Princeton, NJ. Princeton University Press.

2024 Bedera, Nicole. 2024. *On the Wrong Side: How Universities Protect Perpetrators and Betray Survivors*.

Berkeley, CA. The University of California Press.

Dennie, Madiba. 2024. *The Originalism Trap: How Extremists Stole the Constitution and How We the People Can Take it Back*. New York. Penguin Random House.

2023 Wingfield, Adia Harvey. 2023. *Gray Areas: How the Way We Work Perpetuates Racism and What We Can*

Do to Fix It. New York, NY. Harper One.

2023 Laybourn, SunAh Marie. 2023. *Out of Place Korean Adoptees and the Limits of Exceptional Belonging*.

New York, NY. New York University Press.

Pascoe, C.J. 2023. *Nice is Not Enough: Inequality and the Limits of Kindness at American High*.

- Berkeley, CA. University of California Press.
 Stewart, Mahala Dyer. 2023. *The Color of Homeschooling*. New York, NY. New York University Press.
- 2022 Tripodi, Francesca Bolla. 2022. *The Propagandists' Playbook: How Conservative Elites Manipulate Search and Threaten Democracy*. New Haven and London. Yale University Press.
 Patricia Banks. *Black Culture Inc: How Ethnic Community Support Pays for Corporate America*. Stanford, CA: Stanford University Press.
- 2020 Julie R. Posselt. 2020. *Equity in Science: Representation, Culture, and the Dynamics of Change in Graduate Education*. Stanford, CA: Stanford University Press.
 Aurelien Mondon and Aaron Winter. *Reactionary Democracy: How Racism and the Populist Far-Right Became Mainstream*. London, UK: Verso.

Ad Hoc Referee

Administrative Science Quarterly, American Journal of Sociology, American Sociological Review, American Behavioral Scientist, British Journal of Sociology, Canadian Journal of Political Science, Contexts, Critical Sociology, Data and Society, Ethnic and Racial Studies, Humanity and Society, Mobilization, Social Currents, Social Forces, Social Psychology Quarterly, Social Science and Medicine, Sociology of Race and Ethnicity, Sociological Focus, Sociological Forum, Sociological Perspectives, Social Problems, Souls

Editorial Board

The Sociological Quarterly	2024
Social Problems	2021-Present
Sociological Theory	2020-2021
Sociology of Race and Ethnicity	2017-2020
Contexts: Sociology for the Public	2017-2020

Book Proposal Reviewer

Rowman and Littlefield, Polity Press, University of California Press, MIT Press, New York University Press, Columbia University Press, Temple University Press, Stanford University Press

National Service

2025	Vice President, American Sociological Association Proposal Reviewer, MacArthur Foundation Leveler for Change Grants
2024	Vice President-Elect, American Sociological Association
2023	Chair, Public Understanding of Sociology Award Committee, American Sociological Association Discussant, Junior Theorist Symposium Proposal Reviewer, MacArthur Foundation Leveler for Change Grants
2021-2023	American Sociological Association Council
2022	Russell Sage Foundation Dissertation Research Grant Reviewer Ford Foundation Fellowship Panelist on Publishing in the Social Sciences Ford Foundation Fellowship Selection Committee

- National Academies of Sciences, Engineering, and Medicine Committee on Advancing Anti-Racism, Diversity, Equity, and Inclusion in STEM
 Member, Cox-Johnson-Frazier Award Committee, American Sociological Association
 Member, Public Understanding of Sociology Award Committee, American Sociological Association
- 2021 Nominations Committee, American Sociological Association Theory Section
 Session Organizer, American Sociological Association, Organizations, Occupations, and Work
 Session Organizer, Southern Sociological Society, Theory
 Chair, Kimberlé Crenshaw Outstanding Article Award, The Society for the Study of Social Problems Division on Racial and Ethnic Minorities
 Member, Cox-Johnson-Frazier Award Committee,
 Member, Public Understanding of Sociology Award Committee, American Sociological Association
 Member, Racial/Ethnic Minority Fellowship Committee, Society for the Study of Social Problems
 Member, Distinguished Career Award Committee, American Sociological Association, Organizations, Occupations, and Work Section
 Session Organizer, American Sociological Association Organizations, Occupations, and Work Section
- 2020 Chair, James E. Blackwell Graduate Student Paper Award, American Sociological Association Section on Racial and Ethnic Minorities
- 2019 Chair, Oliver Cromwell Cox Book Award, American Sociological Association Section on Racial and Ethnic Minorities
- 2018-2021 Section Council, American Sociological Association Section on Racial and Ethnic Minorities
- 2017 The University of Tennessee-Knoxville: New Directions in Critical Race and Ethnic Studies, May
- 2016-2019 Southern Sociological Society Committee on Nominations
- 2015, 2016 Ford Foundation Conference Moderator

University of Iowa

- 2022-2025 Oberman Center for Advanced Studies Advisory Committee
 2022-2025 Named and Distinguished Professorship Committee
 2021 Executive Committee, Department of Sociology and Criminology, The University of Iowa
 Faculty Search Committee, Department of Sociology and Criminology, The University of Iowa
 Director of Graduate Studies, African American Studies, The University of Iowa

University of Tennessee

- 2018-2019 Faculty Senate, The University of Tennessee, Knoxville
 2015-2019 Dean's Advisory Council, The University of Tennessee, Knoxville
 2015-2019 Graduate Program Committee, Department of Sociology, The University of Tennessee

2014-2019 Knoxville
Gender Climate Committee, Department of Sociology, The University of Tennessee
Knoxville

2014-2016 Service on Sociology Department's Critical Race Area Curriculum Committee