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EDUCATION

May 2021 (expected)	Ph.D. Candidate, Philosophy, Duke University Graduate Certificates: College Teaching
2015	M.A., Philosophy, University of Houston
2013	B.A., Philosophy, Economics, Wellesley College

AREAS OF SPECIALIZATION Social and Political Philosophy, Normative and Applied Ethics, Philosophy of Social Science

AREAS OF COMPETENCE Philosophy of Science, Philosophy of Race and Gender

DISSERTATION *Sorting and Social Justice*

COMMITTEE Wayne Norman (advisor), Allen Buchanan (Arizona), Gopal Sreenivasan, Alex Rosenberg, Robert Brandon

Racial and income segregation have been shown to have serious impacts on equality of opportunity. Many people agree that segregation is unjust, that it is the result of a complex interplay between public policy and individual choice, and that something ought to be done about it. Yet, insofar as segregation is the emergent result of choices that take place in private life, it raises a tension between public good and individual liberty, especially the liberty of freedom of association. I call this the *problem of sorting*. What should be done about sorting? In this dissertation, I offer an answer that looks to the diachronic, scaffolded structure of rationality.

ACADEMIC ARTICLES

Forthcoming	Soon, V. "An Intrapersonal, Intertemporal Solution to an Interpersonal Dilemma." <i>Philosophical Studies</i> .
2020	Soon, V. "Implicit Bias and Social Schema: a Transactive Memory Framework." <i>Philosophical Studies</i> 177: 1857-1877.

BOOK REVIEWS

2019	Soon, V. Review of Anderson, E., <i>Private Government: How Employers Rule Our Lives (and Why We Don't Talk about It)</i> . <i>Essays in Philosophy</i> 20(1).
2018	Soon, V. Review of Brennan, J., <i>Against Democracy</i> . <i>Essays in Philosophy</i> 19(1).

AWARDS, FELLOWSHIPS, AND GRANTS

2020	Society for Business Ethics Founders' Award for Emerging Scholars
2020-2021	Duke Ottis Green Fellowship (\$24,300)
Summer 2020	Duke Competitive Summer Research Fellowship (\$5,500)
2019-2020	Duke PhD Lab in Digital Knowledge Fellow (\$1,500)
2018-2019	Duke Support for Interdisciplinary Graduate Networks (D-SIGN): Social Science Methods Network (\$6,000)
Summer 2018	Duke Competitive Summer Research Fellowship (\$5,500)
2017-2018	Duke Kenan Institute for Ethics Fellow (\$3,000)
2014-2015	University of Houston Phronesis Honors College Fellow (\$1,500)

PEER-REVIEWED TALKS

August 2020	Society for Business Ethics. "Personalization and the Problem of Sorting."
October 2019	Philosophy of the City (University of Detroit Mercy). "Urban Planning as Prefigurative Politics."
August 2019	Rocky Mountain Ethics Congress (University of Colorado Boulder). "A Humean Theory of Responsibility for Structural Injustice."
April 2019	Philosophy of Social Science Roundtable (University of Vermont Burlington). "Making Room for Ideological Explanation."
March 2019	Philosophy, Politics, and Economics Society (New Orleans). "Making Room for Ideological Explanation."
March 2019	Agent-Based Models in Philosophy: Prospects and Limitations (Ruhr-University Bochum, Germany). "The Role of Minimal Models in Explanations of Inequality." Paper accepted, could not attend.
August 2016	Rocky Mountain Ethics Congress (University of Colorado Boulder). "Empathy's for the Devil: On the Dangers of Using Empathy for Social Justice."
August 2015	Rocky Mountain Ethics Congress (University of Colorado Boulder). "Honor, Dignity, and Collective Resistance."
June 2015	The Self in Time (Ludwig Maximilian University, Munich, Germany). "The Moral Significance of Animal Time and Memory."
June 2015	Society for Philosophy and Psychology (Duke University). "The Moral Significance of Animal Time and Memory." (Poster presentation.)
March 2015	Southern Society for Philosophy and Psychology (New Orleans). "The Moral Significance of Animal Time and Memory."

INVITED TALKS

January 2020	"Personalization and the Problem of Sorting." at Northeastern University, University of Cincinnati, and University of Utah.
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INVITED COMMENTS

- April 2019 Business Ethics in a Digital Age (Harvard Business School). Comments on Rebecca Ruehle's "Corporate Digital Nudging: Targeting Individual Weaknesses."
- August 2015 Minds Online Conference (online). Comments on Saray Ayala's "Explaining Injustice in Speech: Individualistic vs. Structural Explanation."
- April 2015 Southern Society for Philosophy and Psychology. Comments on Josh May's "The Death of the Doctrine of Double Effect."

COLLABORATIONS

- 2018-2019 Project Manager for Bass Connections team on "Cheating, Gaming and Rule Fixing: Challenges for Ethics Across the Adversarial Professions." Team leaders: Doriane Coleman (Duke Law) & Wayne Norman.
- 2017-2018 Member of Bass Connections team on "How to Cure Political Polarization by Asking Questions." Team leaders: Walter Sinnott-Armstrong & Joshua Skorburg.

TEACHING (AS INSTRUCTOR OF RECORD)

Duke University

- Spring 2020 PHIL 150, Logic
- Fall 2019 PHIL 150, Logic
- Summer 2019 Independent Study: Philosophy of Artificial Intelligence
- Spring 2019 PHIL 103S, Introduction to Philosophy
- Fall 2018 PHIL 103S, Introduction to Philosophy

Freedom Summer Collegiate

- Summer 2016 Science and Democracy. [Meridian Freedom Project](#) (Meridian, Mississippi).

TEACHING (AS TEACHING ASSISTANT)

Duke University

- Spring 2018 PHIL 270, Business Ethics. Instructor: Wayne Norman.
- Fall 2017 PHIL 201, History of Modern Philosophy. Instructor: Andrew Janiak.
- Spring 2017 PHIL 103, Introduction to Philosophy. Instructor: Alexander Rosenberg.
- Fall 2016 PHIL 262, Human Rights in Theory and Practice. Instructor: Allen Buchanan.

University of Houston

- Spring 2015 History of Modern Philosophy. Instructor: Helen Hattab.
- Fall 2014 Philosophy of Art and Aesthetics. Instructor: Cynthia Freeland.
- Spring 2014 Introduction to Philosophy. Instructor: Tamler Sommers.

INTERNSHIPS

Fall 2020 Policy Intern, Niskanen Center.

TECHNICAL SKILLS

L^AT_EX, Python, R, NetLogo

SERVICE

2019-2020 President of Duke Philosophy Graduate Student Association

2019-2020 Duke Philosophy Department Assessment Officer

2017-2020 Duke Minorities and Philosophy (MAP) Chapter Organizer

Reviewer for: *Australasian Journal of Philosophy, Race and Social Problems*

REFERENCES

Wayne Norman, Professor of Philosophy

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Allen Buchanan, Research Professor of Philosophy

University of Arizona

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DISSERTATION ABSTRACT

Order in human social life can emerge from the interplay of many seemingly uncoordinated actions. We choose where to live, whom to befriend and marry, and which lifestyles and values to endorse. These choices give our lives meaning. But sometimes, injustice arises from the aggregation of these choices: for example, racial and socioeconomic segregation. I call this *the problem of sorting*. It is a particularly intimate instance of structural injustice: it is not reducible to the actions or intentions of any particular persons, nor is it the product of coordinated action. It is the result of choice under constraint, where the constraints include policies as well as informal social structures such as norms. While much has been written about the injustice of the discriminatory policies that cause segregation, I focus on the apparently innocent choices and informal social norms that sustain it. These features of segregation highlight an ethical dilemma that lies at the heart of liberalism: how should we balance personal liberties, in particular the freedom of intimate association, with the demands of justice?

I argue that sorting compromises our autonomy, and not just the autonomy of those who get the unjust end of the stick. Many of us wish we lived in a more just society, yet our choices and preferences undermine that long-term goal. Sorting thus prevents us from being diachronically rational. But it is exceedingly difficult, if not impossible, to be diachronically rational without the proper social and environmental scaffolding. Turning our attention outward to the environment suggests concrete policy interventions, and turning our attention inward to a different aspect of autonomy allows us to justify implementation of these solutions. My dissertation thus takes place at the intersection of social and political philosophy, practical rationality, and the social sciences. The payoff is an empirically informed argument towards a fuller realization of individual autonomy.

I first set out the problem. In Chapter 1, I show that sorting poses a dilemma between autonomy and justice. This would be the case even in an otherwise just society, so something needs to be done to target sorting itself. In Chapter 2, I assess social structural explanations for such phenomena. Chapter 3 develops an account in which social schemas emerge from individual minds, offering a new approach to the debate about the proper role of implicit bias in explanations of segregation and other racial inequalities.

I then turn to the normative justifications for intervention. Sorting is characterized by a collective action problem. Chapter 4 leverages diachronic rationality to bypass the collective action problem argument for inaction. Each of us has instrumental reasons, vested in our interest in self-governance, to advocate for structural interventions and change our personal behavior. Chapter 5 builds on the diachronic account to develop an ecological conception of freedom of association. On this account, social conditions can interfere with freedom of association as much as overt coercion can. This helps to resolve the apparent dilemma between freedom and justice that we began with, and does so in a way that is compatible with liberalism.