

Kathleen E. Padilla, Ph.D.

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AREAS OF INTEREST: Police officer health and wellness; gender equity in policing; police-community relationships; officer perceptions; qualitative methodology

EDUCATION

- 2021 Doctor of Philosophy in Criminology and Criminal Justice
School of Criminology and Criminal Justice, Arizona State University
Dissertation Title: *Hiding behind the badge: An examination of stress, mental healthcare services, and barriers to accessing mental healthcare services among police officers*
Committee: Cassia Spohn (chair), Scott Decker, William Terrill
- 2016 Master of Science in Criminology and Criminal Justice
School of Criminology and Criminal Justice, Arizona State University
Thesis Title: *Stress and maladaptive coping among police officers*
Committee: Michael White (chair), Cody Telep, Gary Sweeten
- 2014 Bachelor of Criminal Justice
Supplemental Major in Law & Society
Minor in Forensic Science
New Mexico State University

PROFESSIONAL EXPERIENCE

- 2024-Present Co-Founder
Applied Justice Group, LLC
- 2022-Present Assistant Professor
School of Criminal Justice & Criminology, Texas State University
- 2020-2024 Instructor
Business & Public Services, Doña Ana Community College
- 2021-2022 Post-Doctoral Research Scholar
School of Criminology & Criminal Justice, Arizona State University
Mentor: Adam Fine

REFEREED PUBLICATIONS

*Graduate Student Co-Author

Manuscripts

1. Lawrence, D.S., Dockstader, J., & **Padilla, K.E.** (2025). "Unveiling the silent battle: Suicide rates among law enforcement personnel." *Police Practice & Research*. <https://doi.org/10.1080/15614263.2025.2454467>
2. **Padilla, K.E.**, Smith, W.T., & Renfro, K. (2025). "Balancing Duty and Family: The Effects of Support Systems on Women in Law Enforcement." *Police Practice & Research*. <https://doi.org/10.1080/15614263.2025.2452649>
3. **Padilla, K.E.**, & Fine, A.D. (2024). "Hot, dumpster fire, mess:" Understanding police officers' perceptions of mental health. *International Journal of Police Science & Management*. <https://doi.org/10.1177/14613557241244959>
4. **Padilla, K.E.**, Renfro, K., Huff, J. (2024). 'The bar is different as a woman.' A thematic analysis of career advice given by female police officers. *Policing: A Journal of Policy and Practice*. <https://doi.org/10.1093/police/paae045>
5. Fix, R.L., Papazoglou, K., **Padilla, K.E.**, & Blumberg, D.M. (2023). Factors promoting and inhibiting use of wellness resources among police: A mixed-methods study. *Police Quarterly*. <https://doi.org/10.1177/10986111231223905>
6. **Padilla, K.E.**, Rockwell, A.R.*, & Huff, J. (2023). A Qualitative Exploration of Stress in a Criminal Investigations Section. *Police Practice & Research*. <https://doi.org/10.1080/15614263.2023.2185242>
7. **Padilla, K.E.** (2023). A Descriptive Study of Police Officer Access to Mental Health Services. *Journal of Police & Criminal Psychology*. <https://doi.org/10.1007/s11896-023-09582-6>
8. **Padilla, K.E.**, Tom, K.E.*, & Fine, A.D. (2022). Accepting the Challenge: Understanding Police Officers' Perceptions of a Community-Based, Youth Empowerment Program. *Justice Evaluation Journal*. <https://doi.org/10.1080/24751979.2022.2052344>
9. Fine, A. D., **Padilla, K. E.**, & Tapp, J. (2021). Can working collaboratively with police on community service promote positive youth development?. *Police Practice and Research*, 1-21. <https://doi.org/10.1080/15614263.2021.1959331>
10. Huff, J.*, White, M.D., **Padilla, K.E.**. (2021). "Judicial decision making in traffic cases: Examining the influence of officer body-worn cameras." *Race & Justice*. <https://doi.org/10.1177/21533687211004696>
11. Fine, A., **Padilla, K.E.**, Tom, K.E.* (2020). "Youth Perceptions of Police Legitimacy: Identifying Developmental Trends and Changing Perceptions." *Journal of Experimental Criminology*. <https://doi.org/10.1007/s11292-020-09438-7>
12. Larson, M., Wallace, D., Somers, L.J.*, **Padilla, K.E.**, & Mays, R.* (2020). Recidivism and Relationships: Examining the Role of Relationships, Transitions, and Relationship Quality in Re-Incarceration. *Journal of Developmental and Life-Course Criminology*. <https://doi.org/10.1007/s40865-020-00144-6>
13. **Padilla, K.E.** (2020). Sources and Severity of Stress in a Southwestern Police Department. *Occupational Medicine*. <https://doi.org/10.1093/occmed/kqaa018>

14. Fine, A. D., **Padilla, K. E.**, & Tapp, J. (2019). Can Youths' Perceptions of the Police Be Improved? Results of a School-Based Field Evaluation in Three Jurisdictions. *Psychology, Public Policy, and Law*. <http://dx.doi.org/10.1037/law0000207>
15. White, M.D., Gaub, J.E., Malm, A., **Padilla, K.E.**. (2019). Implicate or Exonerate? The Impact of Police Body-Worn Cameras on the Adjudication of Drug and Alcohol Cases. *Policing: A Journal of Policy and Practice*. <https://doi.org/10.1093/police/paz043>

Manuscripts Under Review

1. Lawrence, D.S., Padilla, K.E., & Dockstader, J. *Bearing the badge, battling inner struggles: Understanding suicide ideation in law enforcement*. Under review at *Journal of Police & Criminal Psychology*.

Letters to the Editor

1. Muir, R., Flores, L. E.*, **Padilla, K. E.**, Salinas, M., Silver, E. M.*, & Mariano, E. R. (2021). A field on fire: Why has there been so much attention focused on burnout among anesthesiologists?. *Journal of Clinical Anesthesia*, 73, 110356. <https://doi.org/10.1016/j.jclinane.2021.110356>
2. Salinas, M., Flores, L. E.*, Muir, R., **Padilla, K. E.**, Silver, E. M.*, & Lorello, G. R. (2021). The Intersection of Identities: Additional Groups to Consider When Moving Toward a More Inclusive Physiatry Workforce. *American Journal of Physical Medicine & Rehabilitation*. <https://doi.org/10.1097/PHM.0000000000001808>
3. Flores, L. E.*, Muir, R., **Padilla, K. E.**, Salinas, M., Silver, E. M.*, & Lorello, G. R. (2021). Three (more) tips to reduce socioeconomic bias in virtual anesthesiology interviews. *Canadian Journal of Anesthesia/Journal canadien d'anesthésie*, 1-2. <https://doi.org/10.1007/s12630-021-02033-y>
4. Silver, E. M.*, Flores, L. E.*, Muir, R., **Padilla, K.E.**, Salinas, M., & Lorello, G. R. (2021). Letter to the Editor on "Investigating faculty assessment of anesthesia trainees and the failing-to-fail phenomenon: a randomized controlled trial". *Canadian Journal of Anesthesia/Journal canadien d'anesthésie*, 1-2. <https://doi.org/10.1007/s12630-021-02029-8>
5. **Padilla K.E.**, Silver E*, Flores LE*, Muir R, Salinas M, Mariano ER. (2021). Fighting Burnout in the COVID-19 Era is a Family Matter. *Journal of Clinical Anesthesia*. <https://doi.org/10.1016/j.jclinane.2021.110293>

Book Chapters

1. Maguire, E.R., Somers, L.J.*, & **Padilla, K.E.** (2020). Promoting Officer Health and Wellness. In *Transforming Police: 13 Key Reforms*. Long Grove, IL: Waveland Press.

NON-REFEREED PUBLICATIONS

Industry Articles and Reports

1. **Padilla, K.E.** (2024). *Female Police Officer Recruitment and Retention in the Dallas Police Department*. Technical report submitted to the Dallas Police Department.
2. Cross, A*. **Padilla, K.E.**, Fine, A.D. (2021). *Fun with the Fuzz Pilot Survey*. Technical report submitted to the Arizona Department of Child Safety.
3. Orosco, C*. **Padilla, K.E.**, Fine, A.D. (2020). *Wake Up! Program Pilot Survey*. Technical report submitted to the Phoenix Police Department.
4. White, M. D., Gaub, J. E., & **Padilla, K. E.** (2019a). Impact of BWCs on citizen complaints: Directory of outcomes. Bureau of Justice Assistance Body-Worn Camera Training and Technical Assistance.
5. White, M. D., Gaub, J. E., & **Padilla, K. E.** (2019b). Impacts of BWCs on use of force: Directory of outcomes. Bureau of Justice Assistance Body-Worn Camera Training and Technical Assistance.
6. **Padilla, K.E.**, (2019). *Hiding behind the badge: A mixed-methods examination of stress, mental healthcare services, and barriers to accessing mental healthcare services among police officers*. A final report presented to the Las Cruces Police Department.
7. Gaub, J.E., White, M.D., **Padilla, K.E.**, & Katz, C.M. (2017). *Implementing a police body-worn camera program in a small agency*. Technical report submitted to the Bureau of Justice Assistance Body-Worn Camera Policy and Implementation Program.
8. White, M.D., **Padilla, K.E.**, Flippin, M.*, Katz, C.M. (2017). *Research Partnerships in the Bureau of Justice Assistance Body-Worn Camera Policy and Implementation Program*. Technical report submitted to the Bureau of Justice Assistance Body-Worn Camera Policy and Implementation Program.
9. **Padilla, K.E.** (2016). *Stress and Maladaptive Coping Among Police Officers*. A final report submitted to the Las Cruces Police Department.

Invited Webinars and Commentaries

1. **Padilla, K.E.** (2024). "Hot, dumpster fire, mess": Police personnel perceptions of the current state of mental health in law enforcement. Research Spotlight, Summer 2024 TXST College of Applied Arts Research Activity. Available upon request.
2. **Padilla, K.E.** (2024). [Faculty and Staff Spotlight](#). TXST College of Applied Arts.
3. **Padilla, K.E.** (2024). *'The bar is different as a woman': A thematic analysis of career advice given by female police officers*. Research Spotlight, Spring 2024 TXST College of Applied Arts Research Activity. Available upon request.
4. **Padilla, K.E.** & Renfro, K. (2023). Invited speaker, "Spotlight on Dallas PD, 30x30." 30x30 Initiative.
5. **Padilla, K.E.** (2023). Invited speaker, "Understanding police officer mental health & wellness from a social ecological perspective. University of New Mexico Law & Mental Health Speaker Series. <https://youtu.be/3wpcip8ppiQ>

6. **Padilla, K.E.** (2021). Invited speaker, "CACTUS Mental Health Video Series." CACTUS Communications. <https://youtu.be/A6qB5g6qE4k>
7. Kramer, K., & **Padilla, K.E.** (2021). Invited podcast, "Grad Life: Mental Health and Work-Life Balance with Kelsey Kramer and Kathleen Padilla." The Criminology Academy. <https://thecrimacademy.podbean.com/e/ep-26-grad-life-mental-health-and-work-life-balance-wit-h-kelsey-kramer-and-kathleen-padilla/>
8. Gaub, J.E., White, M.D., & **Padilla, K.E.** (2017). Invited commentary, "Body-worn cameras in small agencies: Challenges and solutions." Special feature for the Bureau of Justice Assistance Body-Worn Camera Policy and Implementation Program quarterly newsletter, Winter 2017.

Other Publications

1. **Padilla, K.E.** (2024). "Career Advice Given By Female Police Officers." *Applied Police Briefings*.
2. **Padilla, K.E.** (2023). Book Review | Twenty-one Mental Models that Can Change Policing: A Framework for Using Data and Research for Overcoming Cognitive Bias. *Police Practice and Research: An International Journal*.
3. **Padilla, K.E.** (2022). Book Review | Latinas in the Criminal Justice System: Victims, Targets, & Offenders. *Chicana/Latina Studies*.
4. **Padilla, K.E.** (2022). Book Review | The Behavioral Code: The Hidden Ways the Law Makes Us Better or Worse. *ACJS Today*.
5. **Padilla, K. E.** (2021). Book Review | Hurt: Chronicles of the Drug War. *Journal of Qualitative Criminal Justice & Criminology*.
6. **Padilla, K.E.** & Fine, A.D. (2020, September 28). Kids' perceptions of police fall as they age – for Black children the decline starts earlier and is constant. *The Conversation*. <https://theconversation.com/kids-perceptions-of-police-fall-as-they-age-for-black-children-the-decline-starts-earlier-and-is-constant-145511>

TEACHING EXPERIENCE

Texas State University (2022-Present)

CJ2310: Police Systems & Practices (undergraduate, in-person, online)

CJ5322: Police in Society (masters, in-person)

CJ7330: Qualitative Research Methods (doctoral, in-person)

Doña Ana Community College (2020-Present)

CJ101G: Introduction to Criminal Justice (undergraduate, online)

LAW201: Introduction to Juvenile Delinquency (undergraduate, online)

Arizona State University (2019-2021)

CRJ201: Crime Control Policies (undergraduate, online)

CRJ204: Juvenile Justice (undergraduate, online)

CRJ309: Criminology (undergraduate, online)

CRJ404: Juvenile Delinquency (undergraduate, online)
 CRJ512: Seminar in Policing (Master's, online)
 CRJ517: Seminar in Juvenile Delinquency (Master's, online)

SELECTED PRESENTATIONS

1. Meisenholder, T., Martin, G., **Padilla, K.E.**, Roman, I., Hyland, S., McGough, M. (2024) *American Society of Evidence-Based Policing*, Spokane, WA.
2. **Padilla, K.E.**, Meisenholder, T., & McGough, M. (2024). *Academy of Criminal Justice Sciences*, Chicago, IL.
3. Padilla, K.E., Renfro, K., & Huff, J. (2023). "The future is female: A thematic analysis of entrance and promotion advice given by female police officers." Presented at the *American Society of Criminology*, Philadelphia, PA.
4. **Padilla, K.E.** & Renfro, K. Recruitment & Retention of Female Officers in the Dallas Police Department. (2023). Presented at the *American Society of Evidence-Based Policing Applied Criminology & Data Management Course*, Durham, NC.
5. **Padilla, K.E.** & Renfro, K. (2023). Recruitment & Retention of Female Officers in the Dallas Police Department. Presented at the *American Society of Evidence-Based Policing Conference*, Las Vegas, NV.

FUNDED GRANTS

2024	NSF CIVIC Grant, \$70,000 Consultant
2022	Research Enhancement Program, \$8,000 Office of Research and Sponsored Programs College of Applied Arts Texas State University
2020	Knowledge Mobilization Spotlight Grant, \$100 Knowledge Mobilization Initiative Arizona State University
2019	Individual Travel Grant, \$950 Graduate and Professional Student Association Arizona State University

HONORS & AWARDS

2024	Summer Fellowship. "Availability and Access of Mental Health Resources in Policing." Texas State University ALERRT Center.
2021	Certificate of Completion. <i>Diversity, Equity, and Inclusion in the Workplace</i> . USF Office of Corporate Training and Professional Education.

2021	Certificate of Completion. <i>Introduction to Structural Equation Modeling</i> . The Center for Statistical Training by Curran-Bauer Analytics.
2021	Best Paper Award, \$500 “Police Officer Access to Mental Health Services” Doctoral Research Conference. Watt’s College of Public Service and Community Solutions, Arizona State University.
2019	Honorary Mention, \$400 Institute for Social Science Research Poster Contest Arizona State University
2018	Doctoral Fellow Academy of Criminal Justice Sciences
2016-2017	Doctoral Enrichment Fellowship Arizona State University
2015-2016	University Enrichment Fellowship Arizona State University
2015	Certificate of Completion. <i>Police Stress and Emotional Survival</i> . East Mesa Group, LLC.
2014	Crimson Scholar Graduate New Mexico State University

SELECTED PROFESSIONAL DEVELOPMENT

2022	Quality Matters Certification Prep Seminar. Doña Ana Community College.
2022	NEXT Conference. TXST University Branding Training.
2021-Present	<i>Women in Academia Valuing Equity (WAVE)</i> , Leadership Group with Dr. Julie Silver
2022	Applied Criminology & Data Management Course (AC/DC) Hosted by the American Society of Evidence-Based Policing Funded by the National Institute of Justice
2022	<i>Race, Gender, & Studying the Police</i> . Virtual panel hosted by the Division of Policing.

SERVICE

Service to the Field

- 2024 Sub-Area Chair, "Trauma and Mental Health."
American Society of Criminology Annual Meeting.
- 2024 Topic Chair, "Law Enforcement Decision-Making, Behavior, and Community Relations."
Academy of Criminal Justice Sciences Annual Meeting.
- 2023 Reviewer, Doctoral Dissertation Research Improvement Grant Program
National Science Foundation's Law & Science Program
- 2022-Present Editorial Board Member, *Police Practice & Research: An International Journal*
- 2022 Reviewer, Annual Awards. Division of Victimology
- 2022 Advisory Board Member, *Criminology Open*
- 2021 Speaker, "Job Market Brownbag
Hosted by: Graduate Student Organization, Sam Houston State University
- 2021 Speaker, "Interviews Before and During COVID"
Hosted by: American Society of Criminology Division of Policing, Virtual Forum on the Job Market
- 2021 Speaker, "Job Market Brownbag
Hosted by: Graduate Student Organization, Sam Houston State University
- 2020 Mentor
Dr. Christine Rasche Mentoring Program
Division on Women and Crime

Peer reviewer: *Police Quarterly*; *Comprehensive Psychoneuroendocrinology*; *Justice Evaluation Journal*; *Police Practice and Research: An International Journal*; *Critical Criminology*; *Policing: an International Journal of Police Strategies and Management*; *International Criminal Justice Review*; *International Journal of Offender Therapy and Comparative Criminology*; *Journal of Criminal Justice*; *Policing: A Journal of Policy & Practice*; *International Journal of Adolescence & Youth*; *Journal of Research in Crime & Delinquency*, *Journal of Community Psychology*, *BMC Psychiatry*; *Public Opinion Quarterly*

Service to the University (Texas State University)

2024-Present Social Media Manager

2023-2024 Invited Speaker, Research Round Table, New Faculty Orientation
Texas State University, New Tenure-Track Faculty Orientation

2023-2024 Committee Member, Student Affairs Faculty Advisory Council

2023 Co-advisor, Alpha Phi Sigma

2022-Present Dissertation Committee Member
Madison Doyle

2022-Present Committee Member, Marketing Committee
Texas State University, School of Criminal Justice & Criminology

PROFESSIONAL AFFILIATIONS

American Medical Women's Association

American Society of Criminology

Division of BioPsychoSocial Criminology

Division of Developmental & Life-Course Criminology

Division of People of Color & Crime

Division of Policing

Division of Women & Crime

Academy of Criminal Justice Sciences

Division of Policing

Division of Minorities and Women

Latina/o/x Criminology

Mujeres Activas en Letras y Cambio Social

International Association of Canine Professionals