

Kathleen E. Padilla, Ph.D.

Assistant Professor
School of Criminal Justice & Criminology
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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 | Ph.D. in Criminology and Criminal Justice
School of Criminology and Criminal Justice, Arizona State University |
| 2016 | Master of Science in Criminology and Criminal Justice
School of Criminology and Criminal Justice, Arizona State University |
| 2014 | Bachelor of Criminal Justice
Supplemental Major in Law & Society, Minor in Forensic Science
New Mexico State University |

PROFESSIONAL EXPERIENCE**Academic Positions**

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|--------------|--|
| 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 Fellow
School of Criminology & Criminal Justice, Arizona State University |

Non-Academic/Other Positions

- | | |
|--------------|---|
| 2025-Present | Fellow
Future Policing Institute |
| 2025-Present | Senior Managing Editor
<i>Police Practice & Research: An International Journal</i> |
| 2024-Present | Co-Founder
Applied Justice Group, LLC |
| 2024-Present | Member
Michigan State University Police Staffing Observatory |

PUBLICATIONS

*Graduate Student Co-Author

Manuscripts

1. **Padilla, K.E.** & Adams, I. (2025). "Emerging Tools and Technology and the Future of Policing Research: An Introduction." *Police Practice & Research*. <https://doi.org/10.1080/15614263.2025.2543312>
2. Lawrence, D.S., **Padilla, K.E.**, & Dockstader, J. (2025). "Bearing the badge, battling inner struggles: Understanding suicide ideation in law enforcement." *Journal of Police & Criminal Psychology*. <https://doi.org/10.1007/s11896-025-09741-x>
3. 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>
4. **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>
5. **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>
6. **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>
7. 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>
8. **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>
9. **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>
10. **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>
11. 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*. <https://doi.org/10.1080/15614263.2021.1959331>
12. 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>
13. 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>

14. 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>
15. **Padilla, K.E.** (2020). Sources and Severity of Stress in a Southwestern Police Department. *Occupational Medicine*. <https://doi.org/10.1093/occmed/kqaa018>
16. 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>
17. 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/polic/paz043>

Manuscripts Under Review

1. Smith, W.T. & **Padilla, K.E.** Leveraging Large Language Models for Key Theme Extraction: A Research Note.
2. **Padilla, K.E.**, Smith, W.T., & Benton, F.R.* Code Blue for Mental Health: Assessing the Reach and Relevance of Wellness Resources in Policing.
3. **Padilla, K.E.**, Smith, W.T., & Smith, K. Pup and Coming: Building a Foundation for Evidence-Based Dog Training.

Manuscripts in Progress

1. **Padilla, K.E.** & Smith, W.T. Is the Bark Worth the Buck? The Perceived Utility of Facility Dogs in Law Enforcement Settings.
2. Dlugolenski, E., DeCarlo, J., & **Padilla, K.E.** Officer accounts in the aftermath of a contagious fire simulation.
3. **Padilla, K.E.**, Smith, W.T., & Benton, F.R.* The Impact of Covid-19 on Organizational Commitment in Police Officers.
4. Smith, W.T., **Padilla, K.E.**, & Benton, F.R.* Assessing the Multidimensionality of the Police Stress Survey.
5. Benton, F.R.*, **Padilla, K.E.**, & Smith, W.T. Examining the impact of organizational justice on police officer access to mental health resources.
6. Miller, M.*, Benton, F.R.*, & **Padilla, K.E.** Areas for improvement in doctoral student qualitative methodology training.
7. **Padilla, K.E.**, Tom, K.E., & Fine, A.D. Motivations and expectations for police personnel participation in wellness programming.
8. **Padilla, K.E.**, Tom, K.E., Vaughn, P., & Fine, A.D. Does Improving Sleep Reduce Adult ADHD Symptomology in Police Officers?

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*.

<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. **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*. <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*. <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.

Industry Articles and Reports

1. Padilla, K.E. & Smith, W.T. (2025). *Is the Bark Worth the Buck? Facility Dogs, Victim Disclosure, & Officer Wellness*. Technical report submitted to DogTrainerUS, LLC.
2. **Padilla, K.E.** & Fine, A.D. (2024). *Vitanya Wellness Program Evaluation*. Technical report submitted to the Vitanya Brain Performance team.
3. **Padilla, K.E.** (2024). *Female Police Officer Recruitment and Retention in the Dallas Police Department*. Technical report submitted to the Dallas Police Department.
4. 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.
5. Orosco, C*. **Padilla, K.E.**, Fine, A.D. (2020). *Wake Up! Program Pilot Survey*. Technical report submitted to the Phoenix Police Department.
6. 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.
7. 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.
8. **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.

9. 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.
10. 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.
11. **Padilla, K.E.** (2016). *Stress and Maladaptive Coping Among Police Officers*. A final report submitted to the Las Cruces Police Department.

Other Publications

1. Padilla, K.E., Smith, W.T., & Renfro, K. (2025). ["Balancing duty and family: The effects of support systems on women in law enforcement."](#) *Applied Police Briefings*.
2. Lawrence, D.S., Dockstader, J., & **Padilla, K.E.** (2025). ["Unveiling the Silent Battle: Suicide Rates among Law Enforcement Personnel."](#) *Applied Police Briefings*.
3. **Padilla, K.E.** (2024). ["Career Advice Given By Female Police Officers."](#) *Applied Police Briefings*.
4. **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*.
<https://doi.org/10.1080/15614263.2023.2181807>
5. **Padilla, K.E.** (2022). Book Review | [Latinas in the Criminal Justice System: Victims, Targets, & Offenders](#). *Chicana/Latina Studies*.
6. **Padilla, K.E.** (May 2022). Book Review | [The Behavioral Code: The Hidden Ways the Law Makes Us Better or Worse](#). *ACJS Today*.
7. **Padilla, K. E.** (2021). Book Review | [Hurt: Chronicles of the Drug War](#). *Journal of Qualitative Criminal Justice & Criminology*.
8. **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*.

FUNDED RESEARCH

2025	"CIVIC-FA Track B: Community-Based Gunshot Alert System" (\$698,169) Civic Innovation Challenge (CIVIC) Grant, National Science Foundation Role: Co-PI Status: Awarded
2025	"Officer Deaths by Suicide," (\$4,875) Center for Naval Analysis, Role: Subject Matter Expert
2024	"Availability and Access of Mental Health Resources in Policing" (\$13,000) Summer Grant, Advanced Law Enforcement Rapid Response Training (ALERTT) Center, Texas State University, Role: PI Status: Awarded
2024	"CIVIC-PG Track B: Community-Based Gunshot Alert System" (\$6,000) Civic Innovation Challenge (CIVIC) Grant, National Science Foundation Role: Consultant

	Status: Awarded
2024	30x30 Pledge Initiative – Task 2: Analysis of 30x30 Survey Data (\$10,080) 30x30 Initiative, National Institute of Justice, Role: Consultant Status: Awarded
2022	Research Enhancement Program (\$8,000) Office of Research and Sponsored Programs, College of Applied Arts at Texas State University, Role: PI Status: Awarded
2020	Knowledge Mobilization Spotlight Grant (\$100) Knowledge Mobilization Initiative, Arizona State University Status: Awarded
2019	Graduate and Professional Student Association— Individual Travel Grant (\$950) Arizona State University Status: Awarded

AWARDS & FELLOWSHIPS

2021	Best Paper Award, “Police Officer Access to Mental Health Services” (\$500) Watt’s College of Public Service and Community Solutions, Arizona State University
2019	Honorary Mention Poster (\$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
2014	Crimson Scholar Graduate, New Mexico State University

SELECTED PRESENTATIONS

Academic Presentations

1. **Padilla, K.E.** (2025). “Adopting an Ecological Systems Approach to Aid in the Holistic Understanding of Police Officer Health & Wellness.” To be presented at the *American Society of Criminology*, Washington, D.C.
2. Meisenholder, T., Martin, G., **Padilla, K.E.**, Roman, I., Hyland, S., McGough, M. (2024). *American Society of Evidence-Based Policing*, Spokane, WA.
3. **Padilla, K.E.**, Meisenholder, T., & McGough, M. (2024). *Academy of Criminal Justice Sciences*, Chicago, IL.
4. **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.
5. **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.

6. **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.

Invited Webinars and Commentaries

1. Darwiche, L. (2025, February 28). Invited subject matter expert. [The Sheriff's Office has paid millions in overtime, and most of it goes to one department](#). *San Antonio Express-News*.
2. **Padilla, K.E. (2025).** Invited speaker, "Episode 9: Police Mental Health and Wellness." [Police In-Service Training Podcast](#).
3. **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.
4. **Padilla, K.E. (2024).** [Faculty and Staff Spotlight](#). TXST College of Applied Arts.
5. **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.
6. **Padilla, K.E. & Renfro, K. (2023).** Invited speaker, "Spotlight on Dallas PD, 30x30." 30x30 Initiative.
7. **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>
8. **Padilla, K.E. (2021).** Invited speaker, "CACTUS Mental Health Video Series." CACTUS Communications. <https://youtu.be/A6qB5g6qE4k>
9. 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/>
10. 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.

TEACHING EXPERIENCE

Texas State University (2022-Present)

Fall 2022:

CJ2310.002: Police Systems & Practices (undergraduate, in-person)

Spring 2023:

CJ2310.251: Police Systems & Practices (undergraduate, in-person)

Summer 2023:

CJ2310.501: Police Systems & Practices (undergraduate, online)

Fall 2023:

- CJ2310.002: Police Systems & Practices (undergraduate, in-person)
 CJ2310.003: Police Systems & Practices (undergraduate, in-person)
- Spring 2024:
 CJ2310.501: Police Systems & Practices (undergraduate, online)
 CJ2310.253: Police Systems & Practices (undergraduate, online)
- Summer 2024:
 CJ2310.501: Police Systems & Practices (undergraduate, online)
- Fall 2024:
 CJ2310.003: Police Systems & Practices (undergraduate, in-person)
 CJ5322.001: Police in Society (masters, in-person)
- Winter 2024
 CJ2310.M01: Police Systems & Practices (undergraduate, online)
- Spring 2025:
 CJ2310.255: Police Systems & Practices (undergraduate, in-person)
 CJ7330.251: Qualitative Research Methods (doctoral, in-person)
- Summer 2025:
 CJ2310.751: Police Systems & Practices (undergraduate, in-person)
- Fall 2025:
 CJ5322.001: Police in Society (masters, in-person)
 CJ7314.001: Policing (doctoral, in-person)
 CJ5360.009: Independent Study in Qualitative Research Methods (masters, in-person)
- Spring 2026:
 CJ1310: Introduction to Criminal Justice (undergraduate, in-person)
 CJ2310.255: Police Systems & Practices (undergraduate, in-person)
 CJ2310.255: Police Systems & Practices (undergraduate, online)

MENTORSHIP

2020-2021 Mentor, Dr. Christine Rasche Mentoring Program
 Division on Women and Crime, American Society of Criminology

Graduate Students

2025 Roxanna Perez, Comprehensive Exam Committee Member
 2025-Present Gloria Flores, Thesis Committee Member
 2025-Present Violet Duran, Thesis Committee Member, Independent Study Faculty
 2025-Present Mikelle Angiuli, Dissertation Committee Member
 2025-Present Ivonne Roman, Publishable Paper Mentor
 2022-Present Francis Benton, Dissertation Committee Member
 2022-2024 Madison Doyle, Dissertation Committee Member
 2018-2020 Kelsey Tom, Youth Justice Lab, Arizona State University

Undergraduate Students

2022-Present Letter of Recommendation Writer: Billy MyKel, Cameron Hopkins, Caitlyn Menendez, Alena Lantz-Morales, Trever Piland, Rajenae Donaldson, Quincy Wicker

Mentored Students' Honors and Awards

2025 Francis Benton, Outstanding Doctoral Student, School of Criminal Justice & Criminology, Texas State University

SELECTED PROFESSIONAL DEVELOPMENT

2022 Quality Matters Certification Prep Seminar. Doña Ana Community College.

2022 NEXT Conference. TXST University Branding Training.

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 *Race, Gender, & Studying the Police*. Virtual panel hosted by the Division of Policing.

2021-Present *Women in Academia Valuing Equity (WAVE)*, Leadership Group with Dr. Julie Silver

2021 *Diversity, Equity, and Inclusion in the Workplace Certificate*
Office of Corporate Training and Professional Education, University of South Florida

2021 *Introduction to Structural Equation Modeling Certificate*
The Center for Statistical Training by Curran-Bauer Analytics.

2015 Certificate of Completion. *Police Stress and Emotional Survival*.
East Mesa Group, LLC.

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

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)

- 2025 Invited Speaker, “#SOCIALMEDIA for Academics” GradCats Brown Bag
School of Criminal Justice & Criminology, Texas State University
- 2024-Present Social Media Manager, School of Criminal Justice & Criminology, Texas State
University
- 2023-Present Search and Hiring Committee (Tenure/ Non-tenure/ Lecturer), School of Criminal
Justice & Criminology, Texas State University
- 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
- 2023-2024 Co-advisor, Alpha Phi Sigma
- 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 Health & Disability Criminology
Division of Policing
Division of Qualitative Criminology

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