

Kay S. Varela
Curriculum Vitae

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Department of Sociology, Texas A&M University
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EDUCATION

- In Progress Ph.D., Sociology, Texas A&M University
Committee: Dr. Sarah N. Gatson (Co-Chair), Dr. Wendy Leo Moore (Co-Chair), Dr. Joseph O. Jewell, Dr. Phia S. Salter, Dr. John M. Eason, and Dr. Anthony A. Peguero (Virginia Tech)
Dissertation: “They’re the Worst Students!?”: Constructions of Criminality, Racialized Safety, and Punishment in Texas Public Schools
- Qualifying Exams: 1) Race, Class, and Gender; 2) Crime, Law, and Deviance
*Passed: November 17th, 2015
*Admitted to Ph.D. Candidacy: November 17th, 2015
- 2013 M.S., Sociology, Texas A&M University
Defended: December 2013 (awarded with distinction)
Title: “I Never Thought it Would Happen Here”: White Privilege and Assumptions of Safety
Committee: Dr. Sarah N. Gatson (Co-chair), Dr. Wendy Leo Moore (Co-chair), Dr. Phia S. Salter
- 2011 B.A., Political Science, Calvin College
B.A., Sociology, Calvin College

ACADEMIC SCHOLARSHIP

AREAS OF SPECIALIZATION

- Race and Ethnicity –Theories of Race and Ethnicity; Critical Race Theory; Latino/Latina Sociology
- Gender - Chicana Feminism; Black Feminism; Intersectional Feminism; Critical Race Feminism
- Sociology of Law, Criminology, Sociology of Punishment
- Qualitative Methods – Ethnography; Discourse Analysis; Feminist Methods

RESEARCH PROJECTS

- 2016-Present Research Team Member, Health, Violence, and Immigrant Detention, Texas A&M University - Department of Sociology
PIs: Dr. John M. Eason and Dr. Pat Rubio Goldsmith
Description: Our focus is to investigate how race and punishment intersect to produce health disparities in immigrant detention centers.
- 2016-Present Research Team Member, Texas School Discipline Working Group, Texas A&M University and Virginia Tech

- PIs: Dr. Anthony A. Peguero, Dr. Miner P. “Trey” Marchbanks III, Dr. Jamilia Blake, and Dr. John M. Eason
 Description: This project investigates the multifaceted effects of school discipline policies on students and the causes of student educational disengagement in Texas using confidential data from the State of Texas supplied by the Texas Education Research Center at The University of Texas at Austin.
- 2013-Present Research Team Member, Urban Re-Renewal
 Texas A&M University – Department of Sociology
 PI: Dr. Sarah N. Gatson
 Description: Our focus is to engage Texas A&M’s land grant mission legacy through participatory action research investigating community food security and access to healthy food as a citizenship right. Our team works with a variety of local community organizations, such as the Brazos Valley Boys and Girls Club, in an attempt to implement “Yard Farms” rather than community gardens throughout Brazos County, particularly within those areas where food security is becoming an increasing problem.
- 2013-Present Research Team Member,
 Texas A&M University – Department of Sociology & Department of Psychology
 PIs: Dr. Wendy Leo Moore and Dr. Phia Salter
 Description: The NAACP-Legal Defense & Educational Fund, in conjunction with the National Center for Youth Law and Texas Appleseed, have filed a complaint with the Office for Civil Rights against the Bryan Independent School District. The complaint suggests that the Bryan ISD's practice of assessing misdemeanor (criminal) tickets to students, particularly ticketing for minor behaviors like disorderly conduct, language infractions, and classroom disruption, has a disparate impact on African American students in the Bryan ISD and violates Title VI of the Civil Rights Act. Our research team is providing qualitative social scientific research that provides a more nuanced assessment of the ways in which school based policing policies within the Bryan ISD have a disparate impact on African American students and further contribute to social stereotypes of criminality among men of color and the unequal distribution of personal safety among students within public schools.
- 2011 Semester Independent Study
 Calvin College
 Faculty Advisor: Dr. Joel H. Westra (Department of Political Science)
 Final paper title: *A Codified Power Structure: Legitimacy and Advanced Developed Nations*
- 2010 Semester Independent Study
 Calvin College
 Faculty Advisor: Lissa Schwander (Department of Sociology and Social Work)
 Final paper title: *The Second Generation: Theoretical Explorations into the Assimilation Processes of Second Generation Latinos*
- 2010 The Ralph Bunche Summer Institute
 Duke University
 (Sponsored by the American Political Science Association and the National Science Foundation)
 Final paper title: *“I Don’t Trust Them:” Latino Perceptions of Discrimination and Identity, and What This Means for Latino Trust in the Government*

PUBLICATIONS

- 2017 Varela, Kay S., Anthony A. Peguero, John M. Eason, Miner P. Marchbanks, and Jamilia Blake. “School Strictness and Education: Investigating Racial and Ethnic Educational Inequalities Associated with Dropping Out. *Sociology of Race and Ethnicity*.
- 2016 Marchbanks III, Miner P. “Trey”, Anthony A. Peguero, Kay S. Varela, Jamilia Blake, and John M. Eason. “School Strictness and Disproportionate Minority Contact: Investigating Racial and Ethnic Disparities with the “School-to-Prison Pipeline.” *S Youth Violence and Juvenile Justice* (Special Issue: School Violence and Safety).

- 2014 Varela, Kay S. and Wendy Leo Moore. “He Looks Like He’s Up to No Good”: White Space, Constructions of Safety, and the Killing of Trayvon Martin in *Trayvon Martin, Race, and “American Justice:” Writing Wrong*. Eds. Kenny Fasching-Varner, Adrienne Dixson, Rema Reynolds, and Katrice Albert. Sense Publishers: Rotterdam: The Netherlands.

MANUSCRIPTS UNDER REVIEW

Stanley, Christine A., Karan L. Watson, Jennifer M. Reyes, Kay S. Varela and Becky R. Pettit. “Institutionalizing a Diversity Plan: The Case of a Chief Diversity Officer's Facilitative Leadership” (at *Journal of Diversity in Higher Education*).

REVISE AND RESUBMIT

Peguero, Anthony A., Miner P. “Trey” Marchbanks III, Kay S. Varela, John M. Eason, and Jamilia Blake. “Too Strict or Too Lenient?: Examining the Role of School Strictness with Educational and Juvenile Justice Outcomes” (Revise and Resubmit).

Peguero, Anthony A., Sanna King, Kay S. Varela, and Alicia Pantoja, “School Discipline, Justice, and Dropping Out: Examining the Significance of Gender, Race, and Ethnicity” (Revise and Resubmit)

Peguero, Anthony A., Kay S. Varela, Miner P. “Trey” Marchbanks III, Jamilia Blake, and John M. Eason. “School Punishment and Education: Racial/Ethnic Disparities with Grade Retention and the Role of Urbanicity” (Conditional acceptance at *Urban Education*; currently revising).

MANUSCRIPTS IN PREPARATION

Kay S. Varela and Wendy Leo Moore. “Sagging Pants Are Worn by All Sorts of Callow Youths....”: Race and the Criminalization of Clothing.”—article for submission

Eason, John M., Beatriz A. Marquez, T. Amorette Young, and Kay S. Varela. “Permanent Injury Beyond Medical Intervention: Disguising Death in U.S. Immigrant Detention”—article for submission

CONFERENCE AND INVITED PRESENTATIONS

- 2017 Betty Aldana-Marquez, T. Amorette Young, Kay S. Varela, and John M. Eason. Paper session Presentation: “Permanent Injury Beyond Medical Intervention: Disguising Death in U.S. Immigrant Detention.” American Sociological Association (Montreal, Quebec, Canada, August 2017).
- 2017 Betty Aldana-Marquez, T. Amorette Young, Kay S. Varela, and John M. Eason. Paper session Presentation: “Permanent Injury Beyond Medical Intervention: Disguising Death in U.S. Immigrant Detention.” Law and Society Association (Mexico City, Mexico, June 2017).
- 2017 Jennifer M. Reyes and Kay S. Varela. Workshop presentation: “From Plan to Practice: Engaging Leadership in the University's Diversity Plan.” National Conference on Race and Ethnicity in Higher Education (Dallas, TX, May 2017).
- 2017 Kay S. Varela, Poster session (Invited): “But Those Students Need Discipline!?’ Constructions of Criminality, Racialized Safety, and Punishment in Texas Public Schools.” American Educational Research Association (San Antonio, TX, April 2017).
- 2016 Kay S. Varela. Paper session presentation: “But Those Students Need Discipline!?’ Constructions of Criminality, Racialized Safety, and Punishment in Texas Public Schools.” American Sociological Association (Seattle, WA, August 2016).
- 2016 Anthony A. Peguero, Sanna King, Kay S. Varela, and Alicia Pantoja. Paper session presentation: “School Discipline, Justice, and Dropping out: Examining the Significance of Gender, Race, and Ethnicity.” International Sociology Association—accepted; not presented (Vienna, Austria, July 2016).

- 2016 Anthony A. Peguero, Sanna King, Kay S. Varela, and Alicia Pantoja. Paper session presentation: “School Discipline, Justice, and Dropping out: Examining the Significance of Gender, Race, and Ethnicity.” Law and Society Association (New Orleans, LA, May 2016).
- 2016 Anthony A. Peguero, Sanna King, Kay S. Varela, and Alicia Rujosa. Invited Presentation. “The School-to-Prison Pipeline.” The Division of Politics, Administration & Justice & The Center for Public Policy, Colloquium Series, California State University, Fullerton. (Fullerton, CA, March 2016).
- 2016 Kay S. Varela. “They’re the Worst Students”: Constructions of Criminality, Racialized Safety, and Punishment in Texas Public Schools. Southwestern Social Science Association—accepted; not presented. (Las Vegas, NV, March 2016).
- 2016 Frank J. Ortega, Kay Varela, and Oscar Morales. Workshop: “The Socialization of Professionalism: Latinas/os Conforming, Reproducing, and Resisting Multiple forms of Oppression in Higher Education and Beyond.” Student Conference on Latino Affairs. (College Station, TX, March 2016).
- 2016 Kay S. Varela, Tiffany González, Catalina Camacho, Susana Hernández, Amanda Flores, and Sonia Hernández. Presentation: “Latinas in Academia: Combating Structures of Racism in the Ivory Tower and Creating Strategies to Survive and Thrive.” National Association of Chicano/Chicana Studies—Tejas Foco. (Houston, TX, February 2016).
- 2015 Invited Discussant. “Zoot Suit.” Latino/a and Mexican American Studies Minor. (November 2015).
- 2015 Kay S. Varela. “They’re the Worst Students”: Constructions of Criminality, Racialized Safety, and Punishment in Texas Public Schools. Society for the Study of Social Problems (Chicago, IL, August 2015).
- 2015 Kay S. Varela. “Zero-Tolerance”: Racialized Safety and Punishment in Texas Public Schools. Law and Society Association—accepted; not presented. (Seattle, WA, May 2015).
- 2015 Dr. Christine A. Stanley, Dr. Jennifer Reyes, and Kay S. Varela. Poster Presentation: “Assessing the Influence of Difficult Dialogues, Mediation, and Conflict Management Training in Enhancing Campus Climate. Texas A&M University Climate Matters Conference. (College Station, TX, March 2015).
- 2014 Kay S. Varela. “I Never Thought it Would Happen Here”: White Privilege and Assumptions of Safety. American Sociological Association. (San Francisco, CA, August 2014).
- 2014 Invited Panelist. “Graduate School 101.” Research Experience for Undergraduates (College Station, TX, June 2014).
- 2014 Kay S. Varela. “I Never Thought it Would Happen Here”: White Privilege and Assumptions of Safety. Law and Society Association. (Minneapolis, MN, May 2014).
- 2014 Kay S. Varela. “Racialized Representations of “Mother:” Welfare’s Construction of the Perfect (White) Mother. Southwestern Social Science Association. (San Antonio, TX, March 2014).
- 2013 Invited Panelist. “Welcome to Graduate School.” New Graduate Student Orientation – Texas A&M University Office of Graduate and Professional Studies. (College Station, TX, August 2013).
- 2013 Invited Panelist. “Everything You Wanted to Know about Graduate School.” Student Conference on Latino Affairs. (College Station, TX, March 2013).

ACADEMIC HONORS AND AWARDS

- 2017 Dissertation Research Funding, Department of Sociology, Texas A&M University
- 2017 Alternate, Ford Foundation Dissertation Fellowship
- 2017 Invited Participant, Future Faculty Development Program, Virginia Tech
- 2016 Minority Dissertation Travel Award, American Educational Research Association (for American Educational Research Association 2017 Annual Meeting)
- 2016 Dissertation Research Funding, Department of Sociology, Texas A&M University

2016 Travel Grant, Office of the Vice President and Associate Provost for Diversity (Law and Society Association annual meeting)

2016 Travel Grant, Office of the Vice President and Associate Provost for Diversity (NAACS Tejas Foco annual meeting)

2015 Professional Development Grant, College of Liberal Arts, Texas A&M University (*declined*)

2015 George Bush Presidential Library Foundation Grant, Texas A&M University (Law and Society Graduate Student Workshop)

2015 Research Funding, Department of Sociology, Texas A&M University (Law and Society Graduate Student Workshop)

2015 Travel Grant, Law and Society Association (Law and Society Graduate Student Workshop)

2015 Invited Participant, Law and Society Graduate Student Workshop

2014 Seed Grant, NAACP Legal Defense and Educational Fund/National Center for Youth Law

2014-2017 Graduate Research Assistantship, Office of the Vice President and Associate Provost for Diversity, Texas A&M University

2014 Travel Grant, NSF—SBE EDGE Fellowship (American Sociological Association annual meeting)

2014 Travel Grant, NSF—SBE EDGE Fellowship (Law and Society Association annual meeting)

2014 Travel Grant, Department of Sociology, Texas A&M University (Southwestern Social Science Association annual meeting)

2014 Alternate, Ford Foundation Pre-doctoral Fellowship

2014 Invited Participant, Law and Society Graduate Student Workshop (*declined*)

2013 Travel Grant, NSF—SBE EDGE Fellowship (American Sociological Association annual meeting)

2012-2014 Graduate Research Assistantship, Office of the Associate Provost for Undergraduate Studies, Texas A&M University

2012 Summer Graduate Research Assistantship, Department of Sociology, Texas A&M University

2011-2012 National Science Foundation—Social, Behavioral and Economic Sciences Fellow, Texas A&M University

2009-2011 Calvin College Dean’s List

2010-2011 Johan and Wilma Westra Scholarship, Calvin College Department of Political Science

2010-2011 Academic Achievement Award, Calvin College

2007-2011 James F. Beré Memorial Scholarship, Calvin College

2007-2011 Calvin College Multicultural Award

2007-2011 Calvin College Entrada Scholarship

EMPLOYMENT HISTORY

2018-Present Research Assistant, Public Policy Research Institute, Texas A&M University.
Supervisors: Dr. Anthony Peguero (Virginia Tech)
Dr. Miner P. “Trey” Marchbanks III (Texas A&M University)

2014-2017 Graduate Research Assistant, Office of the Vice President and Associate Provost for Diversity (VPD), Texas A&M University
Supervisors: Dr. Christine A. Stanley, Vice President and Associate Provost for Diversity (formerly; now Professor of Higher Education)
Dr. Jennifer M. Reyes, Director for Assessment & Diversity Initiatives

- Manage and maintain VPD’s Campus Diversity Initiatives database (<http://diversity.tamu.edu/Campus-Resources/Campus-Diversity-Collections>).
- Manage and maintain VPD’s Diversity Dictionary (<http://diversity.tamu.edu/What-is-Diversity/Dictionary>).

- Assist in numerous institutional assessment and accountability efforts including assessment of the Texas A&M University's *Diversity Plan*; campus climate survey assessment for students, faculty, and staff; assessment of unit-level annual Accountability Reports and retention, recruitment, climate, and equity efforts using VPD's *Accountability Scale*; and assessment of unit-level Strategic Plans.
- Conduct meta-analyses and literature reviews on a wide-range of academic areas of scholarship including academic dual-career couples; people of color and emotional labor at predominantly white institutions; racist incidents on college campuses and universities; experiences of minority graduate students at predominantly white institutions; why diversity and inclusion matter in different academic disciplines; among others.
- Assist the Vice President and Associate Provost for Diversity and the Director of Assessment & Diversity Initiatives in various qualitative and quantitative research projects.
- Assist the Vice President and Associate Provost for Diversity and the Director of Assessment & Diversity Initiatives in various VPD seminars and events, including the 50th Anniversary of the Civil Rights Act of 1964 Symposium; the 3rd university-wide Campus Climate Forum; numerous sessions of VPD's Enhancing Diversity Seminar Series; among others.
- Providing support in the collection and analysis of quantitative data for various units across the University including the College of Architecture, College of Engineering, and College of Liberal Arts.
- Provide administrative and clerical support for the Vice President for Diversity and other Directors in the VPD office, including answering phones and relaying messages in a timely manner, receiving and assisting VPD guests, compiling and organizing office correspondence and materials for VPD seminars and workshops; and tracking seminar and workshop attendance.

2012 -2014

Graduate Research Assistant, Office of the Associate Provost for Undergraduate Studies, Texas A&M University

Supervisor: Kristin Harper, Executive Director for Undergraduate Studies

- Assist in the implementation and assessment of high-impact educational experiences and initiatives including Undergraduate Studies' First Year Seminar Program, numerous service learning programs, and undergraduate internship programs.
- Providing support in the analysis of quantitative data for various units across the University.
- Providing administrative support to Texas A&M University's Core Curriculum Council.

2012

Research Assistant

Faculty Supervisor: Dr. Wendy Leo Moore

Texas A&M University - Department of Sociology

- Collect data and conduct legal analyses for research project investigating racist incidents on college and university campuses, specifically evaluating racial and ethnic harassment policies.

2012

Teaching Assistant, *Introduction to Women's & Gender Studies*, Texas A&M University Department of Women's and Gender Studies

Primary Instructor: Dr. Kathi Miner

TEACHING

2016

Guest Lecturer, *Racial and Ethnic Relations*, Texas A&M University Department of Sociology

Topic: Race, Space, Education, and Safety

Faculty: Wendy Leo Moore

2016

Guest Lecturer, Critical Race Theory, Texas A&M University Department of Sociology

Topic: Topics in Critical Race Theory: Immigration

Winter 2018

- 2016 Faculty: Wendy Leo Moore
Guest Lecturer, Critical Race Theory, Texas A&M University Department of Sociology
Topic: Color-blindness and the Failure of Civil Rights Law
- 2014 Faculty: Wendy Leo Moore
Guest Lecturer, *Racial and Ethnic Relations*, Texas A&M University Department of Sociology
Topics: Racialized Constructions of Safety and Criminality
- 2012 Faculty: Dr. Wendy Moore
Guest Lecturer, *Introduction to Women's & Gender Studies*, Texas A&M University Department of Women's and Gender Studies
Topics: Five Themes in Women's Health
Reproductive Choice and Fertility, Abortion, and Sterilization
State Law and Social Policy
- 2010 Faculty: Dr. Kathi Miner
Guest Lecturer, *Introduction to International Relations*, Calvin College Department of Political Science
Topic: The Balance of Power and the Outbreak of World War I
Faculty: Dr. Joel H. Westra

SERVICE

TO THE PROFESSION

- 2016-present American Sociological Association, Section on Racial and Ethnic Minorities
-Assistant Editor, *Remarks* (section newsletter)

TO TEXAS A&M UNIVERSITY

- 2013-2015 College of Liberal Arts Diversity Committee, Texas A&M University
-Committee Member (nominated position)
- 2013-2014 Council on Climate and Diversity, Texas A&M University
-Committee Member (nominated position)
**Purpose: To provide counsel to the President and the Provost and Executive Vice President for Academics on all ways of attracting and retaining culturally diverse students, faculty, and staff to Texas A&M University and to strengthen, sustain, and promote our diversity efforts in support of Vision 2020 goals. In addition, the Council will assist the Vice President and Associate Provost for Diversity in planning appropriate assessment and evaluation of all university units regarding diversity-related endeavors.
- 2013-present Glasscock Latino/Latina Studies Working Group, Texas A&M University
-Member
- 2012-present Hispanic/Latino Graduate Student Association, Texas A&M University
-Member (2014-present)
-President (2013-2014)
**Notable activities: Providing counsel to the Office of Graduate and Professional Studies and The Southern Association of Colleges and Schools Commission on Colleges (as part of University accreditation) in the areas of retention of graduate students of color, strengthening diversity efforts, and policies aimed at improving the campus climate for graduate students of color, member of organizing committee for creating a Latino/Chicano Studies minor (implemented in Fall 2014).
-Treasurer (2012-2013)

TO THE COMMUNITY

2012-2016 Brazos Interfaith Immigration Network, Bryan, TX
-Intake Volunteer

TO CALVIN COLLEGE

2008-2011 Multicultural Affairs Committee, Calvin College
-Student Advisor
2008-2011 Multicultural Student Advisory Board, Calvin College
- Student Leader (2009-2011)
- Member (2008-2009)
2009-2011 Faith and International Development Conference, Calvin College
-Co-Director (2010-2011)
-Committee Member (2009-2010)

PROFESSIONAL MEMBERSHIPS

American Sociological Association
-Section on Racial and Ethnic Minorities
-Section on Sociology of Law
-Section on Crime, Law, and Deviance
-Section on Race, Class, and Gender
Society for the Study of Social Problems
-Division on Crime and Juvenile Delinquency
-Division on Racial and Ethnic Minorities
-Division on Law and Society
Law and Society Association
American Educational Research Association
-Division G - Social Context of Education

REFERENCES

Dr. Wendy Leo Moore
Associate Professor, Department of Sociology, Texas A&M University
wlmoore@tamu.edu

Dr. Sarah N. Gatson
Associate Professor, Department of Sociology, Texas A&M University
gatson@tamu.edu

Dr. Christine A. Stanley
Professor, Higher Education, Texas A&M University
cstanley@tamu.edu