

Kathleen (Kate) A. Ragon

The Pennsylvania State University | School of Labor & Employment Relations | The Labor School
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Academic Appointments

Assistant Clinical Professor, Labor and Employment Relations, Penn State University, 2023

Labor Education Coordinator, The Labor School, Penn State University, 2023

Visiting Assistant Professor, Sociology, Augustana College, 2021-Present

Visiting Assistant Professor, Sociology, Oberlin College, 2020-2021

Education

Ph.D., Sociology, University of Connecticut, 2020

Dissertation: *"This is a Place of Business:" The Market Schema and Graduate Employee Unionization in the Corporate University*

Graduate coursework focus in areas of Gender & Sexuality and Higher Education

Area Exam: Social Movements & American Labor Movement

M.A., Sociology, University of Connecticut, 2015

Thesis: *"How Do You Define Yourself?": Mobilizing Leadership in the Graduate Employee Union Movement*

B.A., Sociology, Gettysburg College, 2013

Phi Beta Kappa

Thesis: *Minimum Wage, Decent Wages, and Time Sovereignty in the European Union*

Minors: Women, Gender & Sexuality Studies; Spanish

Research & Teaching Interests

Collective Behavior/Social Movements, Organizations, Labor, Education, Qualitative Methods

Credit Teaching Experience

First Year Seminar/Inquiry	Social Statistics	Social Movements
Introduction to Sociology	Social Problems	Race, Gender & Employment
Race, Class, & Gender	Labor & Labor Movements	American Labor Unions
Race, Gender, & Employment	Sociology of Organizations	

Graduate Teaching Assistant, University of Connecticut

Qualitative Methods I – Nancy Naples	Sociology of Health – Kathryn Strother Ratcliff
Qualitative Methods II – Nancy Naples	Introduction to Sociology – Davita Silfen Glasberg
Social Theory – Phoebe Godfrey	Social Problems – Michael Wallace

Non-Credit Teaching & Outreach Experience

Labor Education Course Topics

Our Current Labor Landscape	Steward Training	Union Staff/Leader Training
Building Power: Mobilizing	Contract Campaign Training	Building Intergenerational Solidarity
Building Power: Communications	Know Your Rights: Act 195	Direct Action
Building Power: Bridging Divisions	Cross-Industry Organizing	Grievances

Sociology Workshop Topics
MCAT Test Review Course: Sociology
NVivo Qualitative Software Workshops

Invited Talks & Workshops

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| 2025 April | <i>Learning and Education in Graduate Worker Organizing</i> . Keynote speaker. Panel sponsored by the Consortium for Social Movements and Education Research and Practice. |
| 2025 February | <i>Putting our Bodies on the Line: How to Use Direct Action in Union Campaigns</i> . Philadelphia Council AFL-CIO Annual Leadership Conference. Atlantic City, NJ. |
| 2025 January | <i>An Injury to One</i> . Panel Moderator. Penn State Sustainability Intersections Film Series. |
| 2024 August | <i>Mobilizing for Direct Action and Grievance Handling for Building Resistance</i> . United Association for Labor Education (UALE) Northeast Region Summer School for Women in Unions and Worker Organizations. Amherst, MA. |
| 2024 February | <i>Cross-Sector Organizing</i> . Philadelphia Council AFL-CIO Annual Leadership Conference. Atlantic City, NJ. |
| 2022 November | <i>Increasing Student Belonging in the Classroom</i> . Co-facilitated with Dr. Allie Barringer for Augustana College Center for Faculty Enrichment. Rock Island, IL. |
| 2022 March | <i>Power and Class: Labor Organizing in Higher Education</i> . Speaker series on “What Unions Do.” Hamilton College. Clinton, NY. |
| 2022 March | <i>Introduction to NVivo Qualitative Data Analysis Software</i> . A two-workshop series I facilitated for Dr. Christin Munsch’s (UConn) research team. Virtual. |

Custom Trainings

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| Ongoing | International Brotherhood of Teamsters. Essential Skills for IBT Stewards. 15-module, online course. |
| 2024 August 26-29 | Utility Workers Union of America, Local 102. Union Leader Training. Entriiken, PA. |
| 2024 February 3 | International Alliance of Theatrical Stage Employees, Local 329. Steward Training. |

Publications

- Ragon, Kathleen A. “Unionization.” 2025. In *Inequality Around the World: Understanding the Rich-Poor Divide from America to Zimbabwe*, edited by Deric Shannon. New York, NY: Bloomsbury Publishing.
- Ragon, Kathleen A. and Daisy Verduzco Reyes. 2023. “Insider-Outsider Dynamics and Identity in Qualitative Studies of Social Movements.” *Research in Social Movements, Conflicts and Change*. Volume 47.

Ragon, Kathleen A., Al Evangelista, & Kip Hutchins*. 2023. "Bringing Autoethnography to Undergraduates: An Interdisciplinary Course-Cluster and Lab at Oberlin College." *Journal of Autoethnography* 4(2): 236–254. *Equal authorship.

Reyes, Daisy Verduzco and Kathleen Ragon. 2018. "Analyzing Ethnoracial Mobilization." *Sociology Compass*. 12(10): 1-13.

Ragon, Kathleen A. 2016. "The Big Game." In *Contemporary Social Issues: Sociology through Case Studies*. Ed. Michael Gibbons. Kendall Hunt.

Ragon, Kathleen A. 2013. "The Minimum Wage, Decent Wages, and Time Sovereignty in the European Union." *The Cupola*. Student Publications. Paper 84.
http://cupola.gettysburg.edu/student_scholarship/84

Work in Progress

Ragon, Kathleen A. "The Politics of Saying 'No': Constructing Organizational Leadership in a Graduate Employee Union Campaign." Journal article in progress. Draft available.

Ragon, Kathleen A. "Loose coupling from the bottom up: The case of Graduate Employment." Journal article in progress. Draft available.

Internal Grants and Awards

- 2020 Oberlin College Teaching Grant, Collaborating with Al Evangelista (Assistant Professor, Dance) and Kip Hutchins (Visiting Assistant Professor, Anthropology),
"Performing the Self: Autoethnographic Teaching Modalities and Structures." (\$2,200)
Oberlin College Grant-In-Aid, "Partially Autonomous Spaces and Organizational Change."
(\$2,500)
- 2019 UConn Graduate School Doctoral Dissertation Fellowship Award (\$2,000)
UConn Sociology Department Ronald L. Taylor Award for Best Graduate Student Paper (\$250)
UConn Sociology Department Outstanding Graduate Teaching Award
Nominated for the UConn Center for Excellence in Teaching Outstanding Graduate Teaching Award
- 2018 UConn Sociology Department Pre-Doctoral Fellowship Award (\$3,066)
Letters from Provost Kennedy recognizing Excellence in Teaching (Spring + Fall)
- 2017 UConn Sociology Department Pre-Doctoral Fellowship Award (\$3,587)
Letters from Provost Kennedy recognizing Excellence in Teaching (Spring + Fall)
- 2016 UConn Sociology Department Pre-Doctoral Fellowship Award (\$2,121)

External Grants and Awards

- 2019 Notre Dame Center for the Study of Social Movements Young Scholars Conference Attendee
- 2013 Ford Foundation Predoctoral Fellowship – Honorable Mention
- 2011 Andrew W. Mellon Foundation, Mellon Summer Scholars Program (\$3,500)

Public Scholarship

Ragon, Kathleen A. 2019. "#CiteBlackWomen – Citing More Broadly." 13 December.

<<https://mobilizingideas.wordpress.com/2019/12/13/citeblackwomen-citing-more-broadly/>>

Ragon, Kathleen A. 2019. "The Green New Deal and the Future of Work in America Conference." 9

December. <<https://mobilizingideas.wordpress.com/2019/12/09/the-green-new-deal-and-the-future-of-work-in-america-conference/>>

Conference Presentations

- 2024 April Center for Global Workers Rights Symposium. Roundtable Panel Chair: "Labor Education, MOOC, University programs, research, and Centers." State College, PA.
- 2021 August American Sociological Association Annual Meeting. Organizations as Tools in the Emancipatory Project Paper Session: "Loose Coupling from the Bottom Up: The case of Graduate Employee Unions." Virtual.
- 2020 August American Sociological Association Annual Meeting. Labor & Labor Movements Roundtable: "Graduate Employee Unionization and Organizational Change in Higher Education." Virtual.
- 2020 February Eastern Sociological Society Annual Meeting: Sociology as Science and Vocation Paper Presentation & Session Presider: "Science as a Vocation, Market Logic, and Labor Organizing in Higher Education." Philadelphia, PA.
- 2019 May Center for the Study of Social Movements, Young Scholars Conference Paper Presentation: "Finding the 'Good Organizer': Exclusive Leadership in a Graduate Employee Union Campaign." Notre Dame University, South Bend, IN.
- 2018 August American Sociological Association Annual Meeting: Feeling Race. Roundtable Presentation: Section on Labor and Labor Movements Refereed Roundtable Session, Voice and Struggle. "Sisyphus or Hercules? Institutional Outcomes of the Graduate Employee Union." Philadelphia, PA.
- 2018 February Eastern Sociological Society Annual Meeting: Social and Institutional Change. Paper Presentation: "Explaining Graduate Employee Unionization in the United States: A Multi-Institutional Politics Approach." Baltimore, MD.
- 2017 February Eastern Sociological Society Annual Meeting: The End of the World as We Know It? Co-Presenter, Paper: "'Taking Care': Organizational Responses to Sexual Harassment in Public Festivals and Higher Education," with Ordoitz Galilea, University of Connecticut. Philadelphia, PA.
- 2016 April Chicago Ethnography Conference: Beyond the Case Study. Paper Presentation: "'How do you define yourself?': Mobilizing Leadership in the Graduate Employee Union Movement." DePaul University, Chicago, IL.
- 2016 March CUNY Sociology Doctoral Student Conference: Shifting Boundaries, Enacting Change. Paper Presentation: "'How do you define yourself?': Mobilizing Leadership in the Graduate Employee Movement." CUNY, New York, NY.
- 2013 March Eastern Sociological Society Annual Meeting. Paper Presentation: "Gendering Sexual Assault Prevention." Boston, MA.
- 2013 March Central Pennsylvania Consortium Annual Women's Studies Conference. Paper Presentation: "Gendering Sexual Assault Prevention." Franklin & Marshall College, Lancaster, PA.
- 2012 March International Labor Process Conference. Paper Presentation: "Minimum Wage and

Working Hours in the European Union.” University of Stockholm, Stockholm, Sweden.

2012 February Eastern Sociological Society Annual Meeting. Paper Presentation: “Minimum Wage and Working Hours in the European Union.” New York, NY.

2011 August National Down Syndrome Congress Meeting. Paper Presentation: “Transition Out of the Family Home for Adults with Down Syndrome” with Dr. Michael Gibbons. San Antonio, TX.

Additional Research Experience

Research Assistant for Dr. Mary Bernstein and Dr. Nancy Naples

2014-2016 Breast Cancer and Decision-Making: Work included compiling literature on breast cancer, body image, and decision-making; transcribing qualitative interviews; coding interviews using NVivo software; and organizing coded interview data for book chapters.

Professional Affiliations

American Sociological Association

Sections: Collective Behavior/Social Movements; Labor and Labor Movements; Teaching and Learning in Sociology

United Association for Labor Education

Professional Service

Ad Hoc Reviewer, *Social Problems*, *Mobilization*

Contributing Editor, *Mobilizing Ideas*

Penn State

Undergraduate Committee (2023-)

Faculty Advisory Committee (2023-)

Faculty Advisor: Students for International Labor Solidarity (SILS) Club (2024-)

Faculty Search Committees

Augustana College

Faculty Affinity Circle: Shared Governance (AY 2021)

AAUP Circle: Salary & Benefits (AY 2022)

UConn

Sociology Grad Association (SGA) Recruitment and Orientation Committee (2014-2019)

SGA Executive Committee President (2016)

SGA Faculty Mentor Award Committee (AY 2014)

UAW Local 6950 Recording Secretary (2015 – 2017)

UAW Local 6950 Bargaining Committee (2015 – 2017)

UAW Local 6950 Elections Committee (AY 2018)

UAW Local 6950 Childcare Committee (AY 2018)

Professional Development and Training

Spring 2025 Inclusive and Ethical Pedagogy Series: Alternative Approaches to Grading I & II. Penn State Schreyer Institute for Teaching Excellence.

Improv and Pedagogy Teaching Community Workshop. Penn State Schreyer Institute for Teaching Excellence.

Fall 2024	<p>“Essential for Some, Helpful for All: Designing for Inclusion with Universal Design for Learning” and “SLIDE in into Accessibility: Five Best Practices for Getting Started,” presented by Dr. Luis Perez. Dreamery Speaker Series. Penn State Teaching and Learning with Technology.</p> <p>Accessibility 101 @ PSU - An Introduction (DIV-001). Penn State Learning Resource Network.</p>
Sum. 2024	GenAI Summer Splash Workshop: Riding the Generative Artificial Intelligence Wave for Teaching. Penn State Teaching and Learning with Technology.
Spring 2024	“How Do We Realistically Move Forward in This New Age of AI?,” presented by Dr. Joseph Yun. Dreamery workshop. Penn State Teaching and Learning with Technology.
Fall 2023	“Creating a culture of belonging: Inclusive physical and digital spaces,” presented by Adam Finkelstein. Penn State Teaching and Learning with Technology.
Spring 2023	Center for Faculty Enrichment Book Club: <i>Trauma-Informed Pedagogies</i> . Augustana College.
Fall 2022	SafeZone Training, Augustana College Office of Student Inclusion and Diversity.
Spring 2022	<p>“Linguistic Justice and Responding to Student Writing” workshop with Drs. Ashley Burge, Jeff Renaud, and Cathy Webb. Sponsored by the Augustana College Center for Faculty Enrichment.</p> <p>“Trauma-Informed Pedagogy” workshop with Dr. Jessica Schultz, Augustana College.</p>
Fall 2021	Augustana College Faculty Exploration Group: Syllabi
Spring 2021	<p>“Responding to Racism in the Classroom” workshop, Oberlin College Gertrude B. Lemle Teaching Center (GBLTC)</p> <p>“Homegrown Best Practices for Anti-Racism” workshop, Oberlin College GBLTC.</p>
Fall 2020	<p>Dr. Asao Inoue Workshops on White Language Supremacy:</p> <p>“How Does White Language Supremacy Influence What We Really Value in Student Writing?”</p> <p>“Designing and Using Labor-Based Grading Contracts for Antiracist Classrooms,” Oberlin College GBLTC.</p> <p>National Center for Faculty Development & Diversity (NCFDD), 14-Day Writing Challenge.</p> <p>NCFDD, “Every Semester Needs a Plan” webinar workshop.</p>
Spring 2020	<p>“Using Play and Games in Teaching.” UConn Center for Excellence in Teaching and Learning (CETL)</p> <p>UConn CETL Book Club: <i>The Inner Work of Racial Justice</i>, Rhonda Magee.</p>
Fall 2019	<p>“Building Your Research Story,” 7-week seminar with Dr. Kenneth Noll and Dr. Stuart Duncan about communicating your research to a public and professional audience.</p> <p>“Soliciting Mid-Semester Student Feedback.” UConn CETL</p> <p>“Strategies for Equitable Participation in Class.” UConn CETL</p>
Spring 2019	“The intellectual benefits of playfulness: bringing play into your classroom.” UConn

CETL

- Fall 2018 “Supporting Students with Mental Health Concerns.” UConn CETL
- Spring 2018 “Being Present in the Classroom.” UConn CETL
- Fall 2017 “Mixing It Up: Adding Variety to your Classroom Instruction.” UConn CETL
- Spring 2014 “Write Winning NSF Grant Proposals” Seminar conducted by John D. Robertson, PhD.
Grant Writers’ Seminars and Workshops, LLC. University of Connecticut.
- Fall 2014 Teaching at Teaching-Intensive Institutions Symposium
Marlboro, MA. Sponsored by MA Department of Higher Education, Bridgewater State
University, Brown University, MIT, UMass Amherst, UMass Boston, Boston College,
Boston University, Yale University, and Northeastern University.
- Fall 2013 “Strategies for Increasing Participation in Class and Facilitating Effective Discussion”