

CELESTE WATKINS-HAYES

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PROFESSIONAL EXPERIENCE

Northwestern University, 2003 – present

Assistant Professor of African American Studies & Sociology

- Faculty Fellow, Cells to Society (C2S): The Center on Social Disparities and Health, 2007 - present.
- Faculty Fellow, Institute for Policy Research, 2003 - present.

University of Michigan – Ann Arbor, 2005-2006

National Science Foundation Fellow, National Poverty Center, Gerald R. Ford School of Public Policy.

University of California – San Francisco, 2004-2008

Visiting Summer Fellow, Center for AIDS Prevention Studies, HIV-Prevention Research in Minority Communities Collaborative Program.

EDUCATION

Harvard University, Ph.D. Sociology, June 2003.

Dissertation: *The Incomplete Revolution: Constraints on Reform in Welfare Bureaucracies*.

Committee: Katherine Newman (Advisor), William Julius Wilson, & Barbara Reskin.

Harvard University, Fellow, 1998-2003.

Multidisciplinary Program in Inequality & Social Policy.

Harvard University, M.A. Sociology, June 2000.

Masters Thesis: *The Long Road to Independence: Understanding the Process of Welfare-to-Work Transitions*.

Spelman College, B.A. *summa cum laude*, May 1996.

Independent interdisciplinary major: sociology, economics, and education.

Senior thesis: *Assessing the Role of Socioeconomic Class on Students' Attitudes Toward Community Service*.

Wellesley College, Fall 1994.

Domestic exchange student.

AREAS OF INTEREST

Urban poverty; social policy; HIV/AIDS; formal organizations (non-profit & government); and race, class, and gender

BOOKS

Forthcoming Watkins-Hayes, Celeste. *The New Welfare Bureaucrats: Entanglements of Race, Class, and Policy Reform*. Chicago: The University of Chicago Press.

ARTICLES

Forthcoming Watkins-Hayes, Celeste. "Race-ing the Bootstrap Climb: Black and Latino Bureaucrats in Post-Reform Welfare Offices." To be published in *Social Problems*.

Forthcoming Watkins-Hayes, Celeste. "Human Services as 'Race Work'? Historical Lessons and Contemporary Challenges of Black Providers." In *Human Services as Complex Organizations*, 2nd edition. Yeheskel Hasenfeld (Editor). Sage Publications. (Invited submission).

In press Watkins-Hayes, Celeste. "The Social and Economic Context of Black Women Living with HIV/AIDS in the US: Implications for Research." In *Sex, Power, and Taboo: Gender and HIV in the Caribbean and Beyond*. Rhoda Reddock, Sandra Reid, Dianne Douglas, and Dorothy Roberts (Editors). Kingston, Jamaica: Ian Randle Publishers.

2003 Domínguez, Silvia and Celeste Watkins. "Creating Networks for Survival and Mobility: Social Capital Among African-American and Latin-American Low-Income Mothers." *Social Problems*. 50(1): 111-135.

-Awards: Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research, Center for Families at Purdue University and the Boston College Center for Work and Family, 2005. Honorable Mention, Section on Race, Gender, and Class Distinguished Contribution to Scholarship Article Award, American Sociological Association, 2005.

2001 Watkins, Celeste. "A Tale of Two Classes: Socio-Economic Inequality Among African-Americans Under 35." *The State of Black America 2001*. New York: National Urban League. -Reprinted: *Race and Ethnicity in U.S. Society: The Changing Landscape*. Elizabeth Higginbotham and Margaret L. Anderson (Editors). Belmont, CA: Thomson Wadsworth Press. 2005.

2000 Watkins, Celeste. "When a Stumble is Not a Fall: Recovering from Employment Setbacks in the Welfare to Work Transition." *Harvard Journal of African American Public Policy*. 6(1): 63-84.

OTHER PUBLICATIONS

Forthcoming Watkins-Hayes, Celeste. Review of *Two-Faced Racism: Whites in the Backstage and Frontstage* by Leslie Houts Picca and Joe R. Feagin. *Social Forces*.

2008 Watkins-Hayes, Celeste. "The Social and Economic Context of Black Women Living with HIV/AIDS in the US: Implications for Research." Northwestern University Institute for Policy Research Working Paper 08-06.

2006 Watkins, Celeste. Review of *The Cost of Being Poor: A Comparative Study of Life in Poor Urban Neighborhoods in Gary, Indiana* by Sandra L. Barnes. *American Journal of Sociology*. 111(6): 1987-1989.

- 2006 Watkins, Celeste. "It's Not Just About the Money: Governmentality and Resistance in Post Reform Welfare Offices." Northwestern University Institute for Policy Research Working Paper 06-17.
- 2005 Comfort, Megan and Celeste Watkins. "HIV/AIDS among People of Color: Think Local, Not Just Global." *Institute for Policy Research News*. Northwestern University. 27(1).
- 2000 Watkins, Celeste. "Dashed Expectations: Organizational Dilemmas and the Pitfalls of Self-Esteem Training in Welfare-to-Work Programs." Unpublished manuscript.
-Awards: Honorable Mention, ASA Section on Community & Urban Sociology Student Paper Competition, 2000.

RESEARCH IN PROGRESS

Sister to Sister: An Ethnographic Study of the Social Consequences of HIV/AIDS for Black Women. Fieldwork completed; data analysis and manuscript production in progress.

WORK IN PROGRESS

- Drafted "‘Dying From’ to ‘Living With:’ Framing Institutions and the Coping Processes of Black Women Living with HIV/AIDS." With LaShawnDa Pittman and Jean Beaman.
- Drafted "It's Not Just About the Money: Compliance and Resistance in Post Reform Welfare Offices."
- In progress "Telling My Story: Narratives of Infection among Black Women Living with HIV/AIDS."
- In progress "The Baggage We Carry, The Tools We Use: Race, Class, and Gender in Institutional Ethnography."
- In progress "Race, Poverty, and Policy Implementation: Inside the Black Box of Racially Representative Bureaucracies."

RESEARCH GRANTS

National Science Foundation Post-Doctoral Fellowship. 24 months of salary, \$19,000 research grant, and \$10,000 host institution allowance. 2-year fellowship term served non-consecutively, 2005-06 & 2007-08.

Center for AIDS Prevention Studies, HIV-Prevention Research in Minority Communities Collaborative Program Pilot Study Grant. 6 weeks of salary for 3 summers, \$25,000 seed grant. 2004-2008.

Northwestern University Faculty Research Grant, \$5,000. 2005-2006.

Northwestern University Department of African American Studies Research Grant, \$1,000. 2005-2006.

ADDITIONAL FELLOWSHIPS, VISITORSHIPS, AND AWARDS

Visiting Scholar, University of Chicago, Department of Sociology, 2007-2008

Visiting Scholar, University of Wisconsin – Madison, Institute for Research on Poverty, 2006

Ford Foundation Postdoctoral Fellowship, declined, 2005-2006
Department of African American Studies Teaching Award, Northwestern University, 2004, 2007
Northwestern University Student-Selected Faculty Honor Roll, 2004-2005
Northwestern University Course Enhancement Grant, 2004, 2007
Northwestern University, Dissertation Fellow, 2002 – 2003
Robert W. Hartley Dissertation Fellowship, The Brookings Institution, in residence 2001-2002
Harvard Graduate School of Arts & Sciences Fellowship, 1999-2002
Ford Foundation Predoctoral Fellowship, 1996-1999
Alpha Lambda Delta Freshman Honor Society Graduate Award, 1996
Mathematica Policy Research, Inc. Summer Fellowship, 2000
YWCA Distinguished College Women of America Honoree, 1995

GRADUATE RESEARCH EXPERIENCE

Family Ethnographer, Welfare, Children, & Families: A Three City Study 1999-2002
Principal Investigators: Ronald Angel, Linda Burton, P. Lindsay Chase-Lansdale, Andrew Cherlin,
Robert Moffitt, & William Julius Wilson

Summer Research Fellow, Office of Policy Development & Research 1999
Department of Housing & Urban Development, Washington, DC

Research Assistant, Joblessness & Urban Poverty Research Program 1997-1998
Wiener Center for Social Policy, John F. Kennedy School of Government, Harvard University

TEACHING & ADVISING EXPERIENCE

Assistant Professor, *Departments of Sociology & African American Studies, Northwestern University*
American Society
Social Inequality: Race, Class, and Power
Introduction to African American Studies
Introduction to Black Political and Social Life
Race, Poverty, and Public Policy in America (taught as advanced undergraduate seminar & Freshman Seminar)
Race, Class, and Gender (graduate course)
Families, Inequalities, and Social Policies (graduate course team taught with Ann Orloff)

Graduate Teaching Fellow, *Department of African & African American Studies, Harvard University*
Sociological Perspectives on Racial Inequality
Introduction to Afro-American Studies
Economic Development in the Inner City

Post-Doctoral Advising, *Northwestern University*
Deepa Rao, Ph.D., *Faculty Advisory Board Member*, National Institute of Mental Health/National Institutes of Health K-Award (K23 MH 084551), 6/5/08 – 5/31/13

Graduate Advising, *Northwestern University*
Jean Beaman, *Research Assistantship Mentor (Sociology)*
Angela Valdovinos D'Angelo, *Dissertation Committee Member (Human Development & Social Policy)*
Marcus Hunter, *Second Year Paper Advisor - Winner of Departmental Winch Award (Sociology)*
Antonio D. Jimenez, *Dissertation Committee Member (Sociology)*
Erin Metz, *Independent Study Advisor (Sociology)*

Elizabeth Onasch, *First Year Advisor (Sociology)*
LaShawnDa Pittman, *Dissertation Committee Member, Research Assistantship Mentor (Sociology)*
Mikaela Rabinowitz, *Special Fields Paper Committee Member (Sociology)*
Zandria Robinson, *Independent Study Advisor, Special Fields Paper Committee Member (Sociology)*
Yordanos Tiruneh, *First Year Advisor, Dissertation Committee Member (Sociology)*
Victoria Vasquez, *Independent Study Advisor, Special Fields Paper Committee Member (Sociology)*
Mecca Zabriskie, *Independent Study Advisor, Special Fields Paper Committee Member (Sociology)*

Undergraduate Advising, Northwestern University

Michael Collins, *Senior Thesis Co-Advisor (African American Studies)*

Undergraduate Advising, Department of African & African American Studies, Harvard University

Celia San Miguel, *Independent Study Advisor*

Felicia Bell, *Senior Thesis Advisor*

INVITED ACADEMIC LECTURES

“Am I My Sister’s Keeper? Racially Representative Bureaucracies in the Post Welfare Reform Era.”
Northwestern University, Institute for Policy Research, Evanston, IL. March 2007.

“Am I My Sister’s Keeper? Professional Identity and Intra-Racial Politics in Post-Reform Welfare Offices.”
University of Illinois – Chicago, Department of African-American Studies, Chicago, IL. October 2006.

“Am I My Sister’s Keeper? Professional Identity and Intra-Racial Politics in Post-Reform Welfare Offices.”
University of Wisconsin – Madison, Institute for Research on Poverty, Madison, WI. March 2006.

“It’s Not Just About the Money: Support, Surveillance, and Secrecy in Post-Reform Welfare Offices.”
University of Illinois at Chicago, Department of Sociology, Chicago, IL. April 2005.

“Rethinking Resistance: Support, Surveillance, Stigma, and Secrecy in Post-Reform Welfare Bureaucracies.”
University of Chicago, Alfred P. Sloan Center for Parents, Children, and Work, Chicago, IL. May 2004.

“Difficult Dealings: Client Experiences in Post-Reform Welfare Bureaucracies.” University of Illinois at
Chicago, Department of Social Psychology, Chicago, IL. April 2004.

“Difficult Dealings: Client Experiences in Post-Reform Welfare Bureaucracies.” Northwestern University,
Institute for Policy Research, Evanston, IL. October 2003.

“Civil Rights, Inequality, & Poverty: Emerging Issues for Activists.” Harvard University, Civil Rights Summer:
A Fellowship for Emerging Social Justice Leaders, Cambridge, MA. June 2002.

INVITED CONFERENCE PANEL APPEARANCES

“From Welfare and Work to Work Not Welfare: How Poor Families Get By in the Post-Welfare Decade.”
Thematic Session at the American Sociological Association Annual Meeting, Boston, MA. August 2008.

“Am I My Sister’s Keeper? Racially Representative Bureaucracies in the Post-welfare Reform Era.”
Association for Public Policy Analysis and Management Fall Meeting, Madison, WI. November 2006.

“Studying HIV in Communities of Color: Complications and Concerns.” Spelman College, Bridges Symposium, Atlanta, GA. September 2006.

“Going Beyond Staff and Client Surveys: Benefits, Costs, and Challenges.” National Poverty Center, University of Michigan – Ann Arbor, Conference on New Directions for Research on Social Policy and Organizational Practices, Ann Arbor, MI. July 2005.

“HIV/AIDS and Women: Current Issues and Challenges.” Northwestern University, Conference on Human Rights, Chicago, IL. April 2005.

“Public Health and Private Concerns.” Olive-Harvey College, African American Studies Association 27th Annual Black Studies Conference, Chicago, IL. April 2005.

“The Baggage We Carry, The Tools We Use: Race, Class, and Gender in Institutional Ethnography.” University of Wisconsin – Madison, Institute for Research on Poverty, Qualitative Approaches to the Study of Poverty and Welfare Reform Conference, Madison, WI. March 2005.

“The Future of Sociology.” University of Chicago, Society for Social Research, 81st Annual Spring Institute, Chicago, IL. May 2004.

“The Reconstitution of the American Economic Order: The Unraveling Of an African American Future?” Olive-Harvey College, African American Studies Association 27th Annual Black Studies Conference, Chicago, IL. April 2004.

“A Tale of Two Classes: Socio-Economic Inequality Among African-Americans Under 35.” National Urban League State of Black America Press Conference, Washington, DC. July 2001.

“The Economic Opportunity: Responding to Class Inequality in Black America.” The Training Ground: A Leadership Institute co-sponsored by the National Urban League Young Professionals & the Harvard W.E.B. DuBois Institute for Afro-American Research, Washington, DC. July 2001.

INVITED PRESENTATION DISCUSSANT APPEARANCES

“Intersectional Analyses of Black Women’s Health: Perspectives from the United States and Brazil.” National Women’s Studies Association Annual Meeting, St. Charles, Illinois. June 2007.

“Implementation of Redistributive Policies in Different Economic and Political Contexts.” Association for Public Policy Analysis and Management Fall Meeting, Madison, Wisconsin. November 2006.

“Sanction and Exemption Policies Under TANF.” Association for Public Policy Analysis and Management Fall Meeting, Washington, DC. November 2005.

“Families on the Frontier: American Welfare Policy Reforms.” International Sociological Association Research Committee on Poverty, Social Welfare, and Social Policy Meeting, Chicago, Illinois. September 2005.

“Corporal Welfare, Health and Bodies.” International Sociological Association Research Committee on Poverty, Social Welfare, and Social Policy Meeting, Chicago, Illinois. September 2005.

“The Decline in Welfare Caseloads: An Organizational Perspective.” National Poverty Center, University of Michigan – Ann Arbor. Conference on Mixed Methods Research on Economic Conditions, Public Policy, and Family and Child Well-Being, Ann Arbor, Michigan. June 2005.

CONFERENCE PRESENTATIONS

“‘Dying From’ to ‘Living With:’ Framing Institutions and the Coping Processes of Black Women Living with HIV/AIDS.” With LaShawnDa Pittman and Jean Beaman. American Sociological Association Annual Meetings and Association of Black Sociologists Annual Meetings, Boston, Massachusetts. August 2008.

“‘Telling My Story:’ Narratives of Infection Among Black Women Living with HIV/AIDS.” Race, Sex, Power: New Movements in Black and Latina/o Sexualities, Chicago, Illinois. April 2008.

“Toward an Analysis of ‘Interpretive Representation:’ Inside the Black Box of Racially Representative Bureaucracies.” Public Management Research Association Conference, Tucson, AZ. October 2007.

“It’s Not Just About the Money: Resistance and Governmentality in Post-Reform Welfare Offices.” International Sociological Association Research Committee on Poverty, Social Welfare, and Social Policy Meeting, Chicago, Illinois. September 2005.

“The Incomplete Revolution? Exploring Institutional Change in Post-Reform Welfare Offices.” University of Greenwich – London, Fourth International Conference on Knowledge, Culture, and Change in Organizations. August 2004.

“Discourse, HIV/AIDS, and the Social Construction of Black Sexuality.” University of the West Indies – St. Augustine, Gender, Sexuality, & Implications for HIV/AIDS in the Caribbean Regional Symposium, St. Augustine, Trinidad. March 2004.

“Difficult Dealings: Client Experiences in Post-Reform Welfare Bureaucracies.” American Sociological Association Annual Meeting, Atlanta, Georgia, August 2003.

“The Incomplete Revolution: Constraints on Reform in Welfare Bureaucracies.” American Sociological Association Annual Meeting, Chicago, Illinois. August 2002.

“Creating Networks for Survival & Mobility: Social Capital Among Low-Income Mothers,” with Silvia Domínguez. American Sociological Association Annual Meeting, Anaheim, California. August 2001 and Institute for Women’s Policy Research Conference, Washington, DC. June 2001.

“Examining Compliance & Culture in Welfare Bureaucracies: A Plan for Ethnographic Research.” Mathematica Policy Research, Inc., Annual Summer Fellow Presentation, Princeton, New Jersey. September 2000.

“Dashed Expectations: Organizational Dilemmas & the Pitfalls of Self-Esteem Training in Welfare-to-Work Programs.” American Sociological Association Annual Meeting, Washington, DC. August 2000.

“The Long Road to Independence: Understanding the Process of Welfare-to-Work Transitions.” Eastern Sociological Society Meeting, Boston, Massachusetts, October 1999 and American Evaluation Association Meeting, Chicago, Illinois. March 1998.

COMMUNITY SPEAKING ENGAGEMENTS

“From Spelman to Northwestern: Exploring Critical Issues within African-American Communities.” Evanston Seniors Meeting, Fleetwood Jourdain Community Center, Evanston, Illinois. March 2007.

“HIV/AIDS and Black Women: Current Concerns and Potential Responses.” National Black HIV/AIDS Awareness Day, Delta Sigma Theta Sorority, Inc., Theta Alpha & Evanston-North Shore Alumnae Chapter, Evanston, Illinois. February 2007.

“Bringing ‘Structure’ Back In: New Directions in HIV/AIDS Research and Policy.” Roosevelt University, Gender Based Violence in a Global Context: A Chicago Discussion, Chicago, Illinois. November 2006.

“Creating Villages: A Blueprint for Success.” Spelman College, Department of Sociology Colloquium, Atlanta, Georgia. September 2006.

“A Powerful Life, A Powerful Legacy: Building an Enduring Existence.” Spelman College, Reunion Convocation Address, Atlanta, Georgia. May 2006.

“Business & Entrepreneurship in the African-American Community.” Federal Reserve Bank of Chicago. Chicago, Illinois. February 2004.

PROFESSIONAL SERVICE & ADMINISTRATIVE EXPERIENCE

International and National

Manuscript Referee, *American Journal of Sociology*, *American Sociological Review*, *Social Problems*, *Gender and Society*, *Journal of Public Administration Research and Theory*

Invited Abstract Reviewer, XVII International AIDS Conference, Mexico City, August 2008

Co-Organizer, Organizations and Urban Inequality Research Network, Co-Organizer: Mario Small, 2007 - present

Chair, Lee Scholar-Activist Support Fund, Society for the Study of Social Problems, 2004-2005

Chair-Elect, Lee Scholar-Activist Support Fund, Society for the Study of Social Problems, 2003-2004

Secretary-Treasurer, Community and Urban Sociology Section, American Sociological Association, 2008-2011

Member, National Advisory Board, Women’s Research and Resource Center, Spelman College, 2008 – present

Member, Conference Planning Committee, Research Council 19 on Poverty, Social Welfare and Social Policy, International Sociological Association, 2005

Member, Feagin Undergraduate Paper Award Selection Committee, Section on Racial & Ethnic Minorities, American Sociological Association, 2003-2004

Member, Best Graduate Student Paper Award Selection Committee, Sociologists’ AIDS Network, American Sociological Association, 2003-2004

Member, Presidential Search National Advisory Committee, Spelman College, 1996-1997

Member, Advisory Committee, Research Alliance to Combat HIV/AIDS (REACH), Northwestern University and University of Ibadan, Nigeria, 2006-2007

Member, Review Board, Pearson Custom Publishing, *Intersections: Readings in Sociology*, 2003-2004

Session Organizer & Discussant, “HIV/AIDS and Communities of Color,” Co-sponsored by the Section on Racial & Ethnic Minorities and the Sociologists’ AIDS Network, American Sociological Association Annual Meeting, San Francisco, California, August, 2004

Panel Presider, “NSF Postdoctoral Faculty Session: Supporting Current and Prospective Postdoctoral Fellows,” Compact for Faculty Diversity National Conference, Washington, DC, October 2005

Visiting Fellow, Office of Dr. Johnnetta B. Cole, President, Bennett College for Women, March 2006

Student Trustee, Spelman College Board of Trustees, 1993-1996

Intern, American Association for Higher Education, Summer 1995

Intern, Office of Dr. Diana Chapman Walsh, President, Wellesley College, Fall 1994

University Service

Graduate Placement Coordinator, Northwestern University, Department of Sociology, 2008-2009

Co-Chair, Colloquium Committee, Northwestern University, Department of Sociology, 2003-2004

Junior Faculty Representative, Northwestern University, Department of African American Studies, 2006-2007

Member, Graduate Affairs Committee, Northwestern University, Department of Sociology, 2006-2007

Member, Gardner-Exum Scholarship Selection Committee, Northwestern University, 2006-2007

Member, William H. Exum Undergraduate Paper Award Selection Committee, Northwestern University, Department of Sociology, 2003-2004, 2005-2006

Member, Graduate Admissions Committee, Northwestern University, Department of Sociology, 2004-2005

Member, Grants Committee, Northwestern University, Department of African American Studies, 2004-2005

Member, Post-Doctoral Award Selection Committee, Northwestern University, Department of African American Studies, 2003-2004

Member, Faculty Recruitment Committee, Northwestern University, Department of African American Studies, 2002-2003

Summer Research Mentor, Institute for Policy Research Summer Research Program, Northwestern University, 2004, 2005, 2007

Summer Research Mentor, Summer Research Opportunity Program, Northwestern University, 2003, 2004, 2008

COMMUNITY SERVICE

Member, Power Girls Advisory and Mentoring Council, Johnnetta B. Cole Global Diversity & Inclusion Institute, Bennett College for Women, 2007 – present

Member, Board of Directors, *Test Positive Aware Network*, an HIV/AIDS service and advocacy organization, 2007 – present
- Co-Chair, Fundraising Committee

Member, Board of Directors, *Dress for Success Welfare-to-Work Program* – Washington, DC Affiliate, 2002-2005

Member, Board of Directors, *National Black College Alliance*, 2002-2004

Conference Co-Chair, *The Training Ground Leadership Institute*, Co-sponsored by the National Urban League Young Professionals & the Harvard W.E.B. DuBois Institute for Afro-American Research, 2001

MEDIA APPEARANCES

Featured, “The New Power Generation.” Nominated by Dr. Johnnetta B. Cole. *Essence Magazine*. October 2006.

Research featured in the article “New Perspectives on the Social and Economic Contexts of HIV/AIDS Infection.” *Focus*. 24(3): 33-38. Fall-Winter 2006.

Quoted, “Businesses Crack Down On Teens: New Curfews, Rules Widen Rift Between Young, Old.” *The Detroit News*. June 9, 2004.

Featured, “Black History Month Celebration: The Next Generation of African-American Achievers.” Nominated by Dr. William Julius Wilson. *USA Weekend Magazine*. February 7-9, 2003.

Invited Guest, *The Steve Cochran Show*, WGN Radio, February 7, 2003.

MEMBERSHIPS

American Sociological Association
Association for Public Policy Analysis and Management
Association of Black Sociologists
Society for the Study of Social Problems