

Catherine (Cossy) Hough, LCSW
Clinical Associate Professor
Assistant Dean for Undergraduate Programs

The University of Texas at Austin
Steve Hicks School of Social Work

CURRICULUM VITAE

EDUCATIONAL BACKGROUND

August 1993 The University of Texas at Austin, School of Social Work
Master of Science in Social Work

May 1992 The University of Texas at Austin, School of Social Work
Bachelor of Social Work

ACADEMIC APPOINTMENTS AND EXPERIENCE

August 2023 to The University of Texas at Austin Steve Hicks School of Social Work, Austin, TX
Present

Clinical Assistant Professor

Teach six courses per academic year, primarily to undergraduate students. Course instruction includes: Human and Behavior and the Social Environment; Social Welfare Programs, Policy and Issues; Social Work Practice in Organizations and Communities

August 2018 to The University of Texas at Austin Steve Hicks School of Social Work, Austin, TX
August 2023

Assistant Dean for Undergraduate Programs

Manage the Bachelor of Social Work program. Responsible for design and implementation of the BSW curriculum. Develop and implement relevant policies for program implementation. Evaluation of program activities and accreditation. Supervision of recruitment and advising activities. Administration of service learning program. Course instruction of Foundations of Social Justice, Introduction to Social Work and Generalist Social Work Practice.

August 2009 to The University of Texas at Austin Steve Hicks School of Social Work, Austin, TX
May 2018

Clinical Assistant Professor

Teach several courses to both MSSW and BSW students. MSSW course instruction includes: Practice I & II and Integrative Field Seminar to first-year MSSW students, Dynamics of Organizations and Communities (online and in-person) and Human and Behavior in the Social Environment. BSW instruction includes Foundations of Social Justice (online) and Integrative Seminar. Act as faculty liaison to BSW students and second-

year MSSW students in agency field placements. Advise students in placement process for internships.

September 2007 to The University of Texas at Austin School of Social Work, Austin, TX
December 2007

Adjunct Lecturer

Taught Dynamics of Organizations and Communities in the MSSW program.

January 2001 to The University of Texas ay Austin School of Social Work, Austin, TX
December 2001

Field Instructor

Supervised a MSSW student in a field placement

GRANTS

Texas Department of State Health Services
Texas Institute for Child and Family Wellbeing
Principal Investigator: Beth Gerlach
\$900,000
2022-2025
Maternal and Child Health - Technical Assistance and Capacity Building
Ongoing consultation

Texas Department of State Health Services
Texas Institute for Child and Family Wellbeing
Principal Investigator: Beth Gerlach
\$2,522,795
2019-2024
The Children with Special Health Care Needs Project
Ongoing consultation and author

The University of Texas at Austin
Students Success Initiatives
\$99,039 (2019-20)
\$121,406 (2020-21)
\$102,774 (2021-22)
\$102,774 (2022-23)
Social Work Educational Enhancement Program (SWEEP)
Program administration and evaluation

PROFESSIONAL EXPERIENCE

March 2008 to **Texas Department of State Health Services, Austin, TX**
August 2009

Case Management Branch Manager

Statewide program planning, development and evaluation for Case Management for Children and Pregnant Women (CPW) and the assessment portion of the Comprehensive Care Program Personal Care Services (PCS) benefit, including budget analysis and the development of fiscal projections for review by budget office. Oversight, development, implementation and evaluation of Texas Department of State Health Services rules, policies, orientation manuals,

forms, training and outreach materials for CPW. Oversight of assessment portion of PCS benefit which implemented in 2007 including training for approximately 180 regional licensed social workers and nurses, development of forms and policies, development of data tracking systems and quality assurance activities. Oversight of regional case management services provided through DSHS including coordination of high level resources and staff efforts to advocate for children with complex special health care needs. Supervision of nine central office staff, including six social workers.

September 1999 to **Texas Department of State Health Services, Austin, TX**

March 2008

Program Specialist V – Case Management Consultant

Statewide program planning, development and evaluation for Case Management for Children and Pregnant Women (CPW) and the assessment portion of the Comprehensive Care Program Personal Care Services (PCS) benefit including budget analysis and the development of fiscal projections for review by budget office. Team lead for seven staff, including training, supervision of daily tasks and schedules, development and modification of job descriptions, conducting interviews with applicants, performance evaluations, disciplinary actions and assignment of roles and responsibilities. Development and implementation of Texas Department of State Health Services rules, policies, forms, training and outreach materials for CPW.

May 1997 to

September 1999

Texas Department of State Health Services, Austin, TX

Program Specialist IV – Case Management Consultant

Reviewed providers of the Targeted Case Management for Pregnant Women and Infants (TCM/PWI) program for quality assurance. Quality assurance (QA) activities consisted of record review, observation of services, Medicaid billing review, review of internal QA and review of the providers' system for implementing services, including providers' policies and procedures. Provided assistance and training to TCM/PWI providers regarding providers' program development and implementation of services as well as compliance with the TCM/PWI Rules.

January 1998 to

December 2001

SIMS Foundation, Austin, TX

Volunteer

Provided case management to Austin musicians with health conditions. Conducted a community needs assessment for musicians in need of health care services. Participated in planning and coordination of health care services and coverage for Austin musicians.

September 1995 to **Seton Home Care**

May 1997

Medical Social Worker

Provided crisis counseling, resource linkage and case management to both pediatric and adult populations. Performed home visits to provide services, identify problems and formulate solutions for client needs in a five county area.

September 1993 to **City of Austin Home Care, Austin, TX**
September 1995

Medical Social Worker

Provided crisis counseling, resource linkage and case management to both pediatric and adult populations. Performed home visits to provide services, identify problems and formulate solutions for client needs in a five county area.

May 1992 to **Travis County Mental Health Mental Retardation, Austin, TX**
May 1993

Caseworker Assistant

Carried a caseload of 6-8 clients with severe mental illnesses ranging in age from 23 to 88. Provided client families with respite care services and case management activities, including transportation to and coordination with resources and socialization activities.

May 1993 to **St. David's Skilled Nursing Unit, Austin, TX**
August 1993

Social Work Intern

Provided case management and discharge planning to a primarily elderly population in the skilled nursing unit.

September 1991 to **Reproductive Services, Austin, TX**
May 1992

Social Work Intern

Provided crisis counseling and education to women seeking abortions. Developed, implemented and evaluated an HIV testing program for clients.

PROFESSIONAL MEMBERSHIPS AND LICENSURE

Member, National Association of Social Workers
Member, Council on Social Work Education
Member, The Association for Community Organization and Social Administration
Licensed Clinical Social Worker – State of Texas

COMMUNITY SERVICE

Board and Committee Positions

January 2019 to **ECHO, Austin, TX**
Present

January 2010 to **National Association of Social Workers, Texas Chapter, Austin, TX**
November 2014
Chair, Women's Issues Committee

January 2003 to **Texas Transverse Myelitis Coalition, Austin, TX**
January 2014

Coalition Founder and Coordinator

Academic Committee Positions

Steve Hicks School of Social Work

Leadership

August 2022 to Present **Student Support Committee**

Co-Chair

August 2022 to Present **Reaccreditation Self-study Committee**

Co-Chair

August 2018 to Present **Bachelors Program Committee**

Chair

August 2017 to Present **Jack Otis Lecture Series Committee, UT Austin, Steve Hicks School of Social Work**

Chair

January 2017 to May 2018 **Committee for Diversity and Inclusion, UT Austin, Steve Hicks School of Social Work**

Co-Chair

Membership

The University of Texas at Austin

2018 to Present **Academic and Student Affairs Committee**

2017 to Present **School of Undergraduate Studies Writing Committee**

2018 to Present **Assistant Dean Committee**

2020 to 2021 **Experiential Learning Committee**

2019 to 2020 **Undergraduate Services Review Committee**

2020 to 2020 **University of Texas Executive Management and Leadership Program**

2017 to 2020 **Parking and Traffic Appeals Panel**

Steve Hicks School of Social Work

2018 to Present **Academic Affairs Committee**

2016 to Present **Committee for Inclusion and Accessibility**

2016 to Present **Reaccreditation Self-study Committee**

2016 to Present **Bachelors Program Committee**

2014 to Present **Jack Otis Lecture Series Committee**

2012 to Present **International Committee**

2009 to Present **Administration and Policy Practice Committee**

2009 to 2016 **Community Partnership Development Committee**

and

2018 to 2020

2009 to 2018 **Field Education Committee**

AWARDS AND RECOGNITIONS

Steve Hicks School of Social Work, Diversity, Equity and Inclusion Award, 2021-22

The University of Texas at Austin, Nominee for National Academic Advising Association (NACADA), Michael C. Holen Pacesetter Award, 2022

Participant, The University of Texas Executive Management and Leadership Program, Spring 2020

The University of Texas at Austin, Outstanding Faculty/Staff Tower Award, 2019

National Association of Social Workers Media Award, Best Column, Fort Worth Star-Telegram
"Social workers can Play a Role in a Corporate Setting," 2016

PRESENTATIONS

Conference Planning

The University of Texas at Austin, Steve Hicks, School of Social Work, Dr. Susan Nakaoka, Nicole Vazquez, Critical Race Theory and Social Work Practice, March 2022.

The University of Texas at Austin, Steve Hicks, School of Social Work, Jack Otis Lecture Series, Dr. Sharon Moore, Derrick Jackson and Doug Smith Police Reform, Racism and Social Work, March 2021.

The University of Texas at Austin, Steve Hicks, School of Social Work, Jack Otis Lecture Series, Cindy Nava, Awakening the Leader Within: Young Professionals of Color Rising to the Call to Action, November 2019.

The University of Texas at Austin, Steve Hicks, School of Social Work, Jack Otis Lecture Series, Dr. Sacoby Miguel Wilson, Environmental Justice, Racism and Health Disparities, March 2018.

The University of Texas At Austin, School Of Social Work, Jack Otis Lecture Series, Wendy Davis: Embracing Feminism: The Case For Civic Engagement. Austin, TX, April 2017.

The University of Texas At Austin, School Of Social Work, Jack Otis Lecture Series, King Davis: New Directions: Bringing Policy Change In The Post-Obama Era, Austin, TX, April 2016.

The University of Texas At Austin, School Of Social Work, Jack Otis Lecture Series, Michael Sherraden: Building Assets For All: Research And Policy For Universal Children's Accounts, Austin, TX, October 2014.

International and National Scholarly Presentations

May 2023 – The National Conference on Race and Ethnicity in Higher Education, New Orleans, LA
Co-presenters, Sarah Swords, Esther Calzada, Sarah Sloan and Lainey Sevillano
Infusing CRT to Make Curricular Change: Wins, Challenges, and Lessons Learned

November 2021 – The Council on Social Work Education, Orlando, FL,
Co-presenters, Sarah Swords and Esther Calzada
Infusing the Lens of Critical Race Theory into Social Work Education

July 2020 – International Federation of Social Workers Online Conference
First Generation Social Work Students: Impact on the Profession and Those We Serve

April 2017 – Social Work Distance Education Conference, San Antonio, TX
Student Voices: Evaluating and Improving Social Work Distance Learning Courses

October 2016 – The Council on Social Work Education, Atlanta, GA
Teaching Effective Use of Self in Macro Field Placements

April 2016 – Social Work Distance Education Conference, Indianapolis, ID
Flipped and Online: How to Apply a Flipped Model when Developing an Online Course

National Presentations/Lectures

December 2018 – The University of Texas at Austin, Steve Hicks School of Social Work, Austin, TX, Webinar
The Realities of Documentation in Today's Practice: Ethical Considerations

September 2015 – The University of Texas at Austin, Austin, TX, Webinar
Ethics of Comprehensive Case Management, Part II

February 2015 – The University of Texas at Austin, Austin, TX, Webinar
Ethics of Comprehensive Case Management, Part I

October 2014 – The University of Texas at Austin, School of Social Work, Austin, TX, Webinar
The Realities of Documentation in Today's Practice: Ethical Considerations

Statewide Scholarly Presentations

May 2023 – The Department of State Health Services, Region 4/5N, TX, Webinar
Ethics of Comprehensive Case Management, Part II

September 2022 – The Department of State Health Services, Region 4/5N, TX, Webinar
Ethics of Comprehensive Case Management, Part I

November 2014 – National Association of Social Workers Texas Chapter, San Marcos, TX
Health Literacy and Women

November 2013 – The National Association of Social Workers Texas Conference, Women's Issue Committee, Austin, TX
The 83rd Legislative Session in Texas

November 2013 – The National Association of Social Workers Texas Conference, Austin, TX
Social Assessment and Evaluation

November 2012 – The National Association of Social Workers Texas Conference, Houston, TX
The Emerging Social Work Professional

November 2012 – Women's Issue Committee, The National Association of Social Workers Texas Conference, Women's Issues Committee, Houston, TX
The State of Women in Social Work

November 2012 – The National Association of Social Workers Texas Conference, Houston, TX
Social Assessment and Evaluation

November 2011 – Texas School Nurses Organization Conference, Austin, TX
Transition for Adolescents with Disabilities

October 2011 – The National Association of Social Workers Texas Conference, Dallas, TX
The Emerging Social Work Professional

October 2011 – The National Association of Social Workers Texas Conference, Women’s Issues Committee, Dallas, TX
The 82nd Legislative Session in Texas and Impact on Women

February 2011 – Texas School Social Work Conference, Austin, TX
Transition for Adolescents with Disabilities

October 2009 – The National Association of Social Workers Texas Conference, Fort Worth, TX
Case Management, Ethics, and Independent Practice Recognition

October 2008 – The National Association of Social Workers Texas Conference, Galveston, TX
The Social Work Independent Practice Recognition

October 2008 – The National Association of Social Workers Texas Conference, Galveston, TX
Case Management, Ethics and Supervision

October 2008 – The National Association of Social Workers Texas Conference, Galveston, TX
Case Management, Ethics, and Independent Practice Recognition

October 2007 – The National Association of Social Workers Texas Conference, Galveston, TX
Case Management Roles in Transition to Adulthood

October 2006 – The National Association of Social Workers Texas Conference, Austin, TX
Case Management and Ethics

October 2006 – The National Association of Social Workers Texas Conference, Austin, TX
Social Work Roles in Disaster Response

October 2004 – The National Association of Social Workers Texas Conference, Arlington, TX
Case Management and Ethics

October 2004 – The National Association of Social Workers Texas Conference, Arlington, TX
Changes to Social Work Licensure

Statewide and Local Presentations/Lectures

August 2020 –The University of Texas, 360 Connection Facilitator Conference
Building Virtual Community Through Vulnerability

June 2020 –The University of Texas, Faculty Innovation Center, The Commons
Building Community in Virtual Classroom

October 2018 – The University of Texas at Austin, School of Social Work, Austin, TX
Medicaid and Medicare Across the Life Trajectory

April 2018 - Austin Independent School District, Liberal Arts and Science Academy, Austin, TX

Social Justice and Disabilities

February 2017 – Foundation Communities, Austin, TX
Case Management Documentation

January 2017 – Greater Austin Social Workers, Austin, TX
Medicaid Now and Later

December 2016 – Austin Public Health Department, HIV Resource Administration Unit Contractors, Austin, TX
Case Management Training

October 2016 – The University of Texas at Austin, School of Social Work, Austin, TX
Medicaid and Medicare 101

February 2016 – The University of Texas at Austin, Social Work Alumni Network, El Paso, TX
The Ethics of Comprehensive Case Management

November 2015 – The University of Texas at Austin, School of Social Work, Austin, TX
Medicaid and Medicare 101

November 2014 – The University of Texas at Austin, School of Social Work, Austin, TX
Medicaid and Medicare 101

January 2014 – The University of Texas at Austin, School of Social Work, Austin, TX
Field Instructor Workshop, Breakout Session

May 2014 – The University of Texas at Austin, School of Social Work
New Field Instructor Training

March 2014 – Texas Health and Human Services Commission, Austin, TX, Webinar
The Realities of Documentation in Today's Practice

February 2014 – The University of Texas at Austin, Austin Presbyterian Theological Seminary, Enabling Spirituality Conference, Austin, TX
Social Justice for People with Disabilities

November 2013 – The University of Texas at Austin, School of Social Work, Austin, TX
Medicaid and Medicare 101

March 2012 – The University of Texas at Austin, School of Social Work
The Emerging Social Work Professional

January 2012 – The University of Texas at Austin, School of Social Work, Field Instructor Training, Austin, TX
Community, Administration and Leadership Field Instructors

September 2011 – Caritas, Austin, TX
Termination in Case Management

June 2011 – The University of Texas at Austin, School of Social Work, Austin, TX
The Art in Case Management

May 2011 – The University of Texas at Austin, School of Social Work, Austin, TX
New Field Instructor Training

May 2011 – Texas Association of Community Action Agencies, Austin, TX
Statewide Case Manager Training

May 2010 – The University of Texas at Austin, School of Social Work, Austin, TX
New Field Instructor Training

January 2010 – The University of Texas at Austin, School of Social Work, Field Instructor Training, Austin, TX
Keeping the Ship Afloat: Our Ethical Obligations and Use of Standards for Student Growth

November 2009 – Texas Department of State Health Services, Case Manager Training, Austin, TX
Case Management and Ethics

November 2006 – Texas Department of State Health Services, Online Training
Case Management Roles in Transition to Adulthood for Children with Health Conditions or Disabilities

October 2000 – The Society for Social Work Leadership in Health Care, Texas Chapter, Austin, TX
Case Management

September 1998 – Texas Department of State Health Services, Austin, TX
Quality Assurance for Targeted Case Management for Pregnant Women and Infants

September 1998 – Texas Department of State Health Services, Title V Conference Austin, TX
Case Management

PROFESSIONAL PUBLICATIONS

Calzada, E, & Hough, C. (2021) Why critical race theory needs to be in Texas schools. Austin American Statesman.

Calzada, E, & Hough, C. (2021) To fear critical race theory underestimates, harms students. San Antonio Express News.

Hough, C. (2020). Hough: White supremacy is not patriotic and anti-racism training is not un-American. Houston Chronicle.

Hough, C. (2020). Hough: Anti-racism training is not un-American. Texas Perspectives.

Hough, C. (2020). Hough: Celebrate, reflect and advocate on National Social Work Month. Steve Hicks School of Social Work.

Hough, C. (2019). Hough: Changes to SNAP are Wrong. Austin American Statesman.

Hough, C. (2019). Hough: Changes to SNAP are Wrong. San Antonio Express.

Hough, C. (2019) Hough: Pushing homeless people back into the shadows won't solve anything. Austin American Statesman.

Hough, C. (2019) Hough: Don't cut rental subsidies that lift families out of poverty. Austin American Statesman.

Hough, C. (2019) Hough: Stricter work rules for SNAP recipients won't accomplish goal. Texas Perspectives.

Hough, C. (2018). Hough: Work rules for public assistance are shortsighted. Houston Chronicle.

Hough, C. (2018). Hough: Work rules for public assistance are shortsighted. Texas Perspectives.

Hough, C. (2018). We Should Strengthen SNAP, Not Add New Restrictions. Fort Worth Star Telegram.

Hough, C. (2018). Why the U.S. Should Strengthen SNAP, Not Add Restrictions. Austin American Statesman.

Hough, C. (2018). We Should Strengthen SNAP, Not Add Restrictions. Caller Times (Corpus Christi).

Hough, C. (2018). Strengthen SNAP, Don't Restrict It. Express News (San Antonio).

Hough, C. (2018). America Needs SNAP, Not Trump's 'Harvest Box.' Houston Chronicle.

Hough, C. (2018). We Should Strengthen SNAP, Not Add New Restrictions. Texas Perspectives.

Calzada, E., Hough, C., & Rountree, M. (2017). A Plan of Commitment to Diversity and Inclusion: *A Report of the School of Social Work's Committee for Diversity and Inclusion*

Hough, C. (2017). How Senate Health Bill Raises Health Costs for Everyone. Austin American-Statesman.

Hough, C. (2017). Preserve, Expand Medicaid in Texas. The Monitor (McAllen, TX)

Hough, C. (2017). Trump wants to change Medicaid funding; could his ideas work?, The Conversation, <https://theconversation.com/trump-wants-to-change-medicaid-funding-could-his-ideas-work-71303>

Hough, C. (2017). Trump wants to change Medicaid funding; could his ideas work?, The Houston Chronicle.

Hough, C. (2017). Trump wants to change Medicaid funding; could his ideas work?, The San Antonio Express.

Hough, C. (2017). Trump wants to change Medicaid funding; could his ideas work?, U.S. News and World Report.

Hough, C. (2017). Trump wants to change Medicaid funding; could his ideas work?, San Francisco Chronicle/SF Gate.

Hough, C. (2015). Emerging workplace trend: Private employers hiring social workers, HR and Mental Health, BRL.

Hough, C. (2015). Social Workers Can Play a Role in Corporate Setting, Fort Worth Star Telegram.

Hough, C. (2015). Social Workers Sought After in Corporate World, NASW Smart Brief.

Hough, C. (2015). Get Ready to See More Social Workers at Private Companies, Texas Perspectives.

"Five Facts about Medicaid Expansion," (2014) The University of Texas at Austin, School of Social Work website, <http://www.utexas.edu/ssw/news/hough-five-facts-medicaid-expansion/>

Hough, C. "Texas Independence Fails with Health Care." Houston Chronicle, Opinion, June 20, 2013.

Hough, C. Texas Community Services Block Grant, Case Management Manual, Texas Association of Community Action Agencies, 2011

OTHER MEDIA

Hough, C., *Service Learning in the Field of Social Work*, The University of Texas, The Bridge Podcast, Episode 2, February 2022.

Flores, C. (2022). *Politics enters classrooms again after UT council approval of critical race theory support*. CBS Austin.

Flores, C. (2021). *Critical race theory bill crosses out MLK and KKK, author says they're in curriculum*. CBS Austin.

Flores, C. (2021). *Bill banning critical race theory still alive despite procedural move threatening it*. CBS Austin.

Brisbin, S. (2020). *Trump Administration Signals A Move Away From 'Housing First' Approach*. Texas Standard.

Harkrider, I. (2020). *A Look at Homeless Youth Attending Public Schools in Texas*. Reform Austin.

Harkrider, I. (2020). *New Rules Tighten Texans' Eligibility for SNAP and Applicant's Car Value Could Be Deciding Factor*. Reform Austin.

Alexander Street, video role play (2018). *Social Work and Poverty*

Laurio, A. (2018). *Interdisciplinary Teams a Growing Area of Training*. NASW News.

KUT interview (2017) with Audrey McGlinchy for *We're Staying Here, 'Harvey Evacuees in Austin Say. But Can They Afford To?*

KVUE and KEYE televised interviews (2017) Response to American Health Care Act.

70%. A blog that captures the social work perspective in healthcare policy. Co-creator and author, launched February 2017, <http://www.socialworkershealthpolicy.com>

Texas decided not to expand Medicaid: Who pays the price? (2016) The Utopian, <https://sites.utexas.edu/theutopian/covery-hough-on-medicaid-expansion/>

What's at Stake for Health Care? The University of Texas at Austin, Elections 2012, Interview with Jim Henson: <https://www.youtube.com/watch?v=JW26RomA8Ns&feature=youtu.be>