

Katie A. McCormick, Ph.D., M.S.W.

The University of Texas at Austin
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Austin, Texas 78705
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EDUCATION

- 2024 Doctor of Philosophy in Social Work
The University of Texas at Austin, School of Social Work
Dissertation Title: *"It often feels like we're pushing a boulder uphill:" Contributors of occupational stress and burnout among Texas harm reduction workers*
- 2018 Master in Social Work
University of Houston, Graduate College of Social Work
- 2017 Bachelor in Social Work
Baylor University, Diana R. Garland School of Social Work

APPOINTMENTS AND EMPLOYMENT

- 8/2024-Pres. Postdoctoral Research Fellow
Addiction Research Institute, School of Social Work
Waggoner Center for Alcohol & Addiction Research
The University of Texas at Austin
- 01/2025-Pres. Research and Evaluation Associate
SUSTAIN Wellbeing COMPASS Coordinating Center
Graduate College of Social Work, University of Houston
- 07/2020-Pres. Research Associate
Multidistrict Opioid Litigation (Texas)
- 2024-2027 Program Evaluator
Enhancing Peer Involvement in Care (EPIC), Phase 2
Funded by ViiV Healthcare (\$750,000)
Community Partner: Ribbon
- 2021-2023 Program Evaluator
Enhancing Peer Involvement in Care (EPIC), Phase 1
Funded by ViiV Healthcare (\$750,000)

Community Partner: Ribbon

HONORS, AWARDS, AND FELLOWSHIPS

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| 2025-2027 | Clinical Research Loan Repayment Program Awardee (1L30DA064266-01), National Institute on Drug Abuse (NIDA) |
| 2025 | 2025 AMERSA Conference Award Winner, Association for Multidisciplinary Education and Research in Substance Use and Addiction (AMERSA) (\$500) |
| 2025 | 2 nd Place Winner for the “Best in Research” Category for <i>Assessing Training Histories and Needs of Harm Reduction Workers: Identifying Gaps to Enhance Competency</i> , 7 th Annual Interprofessional Health Showcase, The University of Texas at Austin |
| 2025 | Megan and Matthew Szabo Research Excellence Award, The University of Texas at Austin Addiction Research Institute (\$1,500) |
| 2024-2026 | Billi Terresa Cowden Postdoctoral Fellowship, The University of Texas at Austin Waggoner Center for Alcohol & Addiction Research (\$64,000) |
| 2024 | Nominated for the <i>Outstanding Dissertation Award</i> , The University of Texas at Austin Graduate School |
| 2024 | Nominated for the <i>Outstanding Social Work Doctoral Dissertation Award</i> , Society for Social Work Research |
| 2023-2024 | Harry E. and Bernice M. Moore Dissertation Fellowship, Hogg Foundation for Mental Health, (\$20,000) |
| 2023-2024 | Donald D. Harrington Dissertation Fellowship, The University of Texas at Austin Graduate School (\$52,000) |
| 2023 | Graduate School Summer Fellowship, The University of Texas at Austin Graduate School (\$9,550) |
| 2022 | Nominated for “Best Practice Presentation” for <i>Best Practices in Equity-Centered Implementation Using Listen-In Sessions</i> , Society for Implementation Research Collaboration |

2021-2024	Graduate School Fellowship, The University of Texas at Austin Graduate School (\$67,000)
2021-2024	Provost's Fellowship Supplement, The University of Texas at Austin Graduate School (\$20,000)
2017	Health Resources and Services Administration (HRSA) SHINE Scholarship, Graduate College of Social Work, University of Houston (\$25,000)
2017	Spirit of Social Work Award, Diana R. Garland School of Social Work, Baylor University
2016-2018	Phi Alpha Honors Society, Baylor University and University of Houston

RESEARCH INTERESTS

Substance misuse and addiction; harm reduction ideology and interventions; HIV/AIDS; peer provider occupational health; behavioral health workforce development; implementation science

GRANTS

Completed

2023-2024	Principal Investigator , <i>Harry E. and Bernice M. Moore Dissertation Fellowship</i> , Hogg Foundation for Mental Health, \$20,000.
2017	Principal Investigator , <i>Early Childhood Education Program</i> , Junior League of Waco Community Grants, \$2,500.

Under Review

2026-2030	Principal Investigator , <i>Adapting and Pilot Testing Mindfulness-Based Relapse Prevention for Substance Use Peer Workers</i> , National Institute on Drug Abuse (1K01DA065810-01).
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PUBLICATIONS

*Indicates student mentee; **Indicates community partner.

Peer-Reviewed Publications

1. **McCormick, K. A.**, Shah, R.,* Kulkarni, R.,* Ali, S., Creech, S., & Claborn, K. (in press). Caught between crisis and criminalization: Unveiling occupational stressors affecting harm

- reduction workers. *Journal of the Society for Social Work and Research*.
<https://doi.org/10.1086/736304>
2. Stanton, M., Ali, S., **McCormick, K. A.**, Stanley, M., Traylor, M., Johnson, V.,** Scruggs, L.** (2025). Implementation Outcomes of Trauma-Informed Organizational Change Among Southern HIV Service Organizations. *Social Science and Medicine – Mental Health*.
<https://doi.org/10.1016/j.ssmmh.2025.100500>
 3. Claborn, K., **McCormick, K. A.** Samora, J., McElrath, J.,** Sherman, L., & Holleran Steiker, L. (2025). Building an integrated system of care for youth substance use treatment and recovery: A qualitative study on systemic gaps. *Journal of Social Work Practice and the Addictions*. <https://doi.org/10.1080/1533256X.2025.2514124>
 4. Amjad, M., Graham, S., **McCormick, K. A.**, & Claborn, R. (2024). AI and Big Data approaches to addressing the opioid crisis: A scoping review protocol. *BMJ Open*, 14(8), e084728. <https://doi.org/10.1136/bmjopen-2024-084728>
 5. **McCormick, K. A.**, Manohar, I.,* Stevens, L., & Cohen, D. (2024). Mental health needs and help-seeking behaviors among first-year university students amidst COVID-19: A mixed methods inquiry. *Emerging Adulthood*. <https://doi.org/10.1177/21676968241276020>
 6. **McCormick, K. A.**, Samora, J., Claborn, K., Holleran Steiker, L., & DiNitto, D. (2024). A systematic review of macro-, meso-, and micro-level harm reduction interventions addressing the U.S. opioid overdose epidemic. *Drugs: Education, Prevention, and Policy*. 1-14. <https://doi.org/10.1080/09687637.2024.2306826>
 7. **McCormick, K. A.**, Stanton, M., & Ali, S. (2023). A mixed methods analysis of Southern HIV service organizations' implementation of harm reduction to address the HIV and opioid syndemic. *Journal of Behavioral Health Services and Research*, 51, 44-56. [10.1007/s11414-023-09859-y](https://doi.org/10.1007/s11414-023-09859-y)
 8. Cohen, D., Boyer, B., Stevens, L., **McCormick, K. A.**, Morpeth, E., Caporale-Berkowitz, N., Brownson, C., & Starkowski, S. (2023). Do mobile mental health applications increase access to university mental health supports? Lessons learned from the COVID-19 pandemic. *Journal of Technology in Human Services*, 41(4), 259-279.
<https://doi.org/10.1080/15228835.2023.2258513>
 9. **McCormick, K. A.**, Smith-Bankhead, N., Ali, S., Colbert, K., Reif, S., Mathews, A., Jones, S., & Ward, D. (2023). The POWER of LEARning and LEADing Together: Shared Learning Communities. *Journal of Health Care for the Poor and Underserved*, 34(3), 88-98.
<https://doi.org/10.1353/hpu.2023.a903355>
 10. Stanton, M. C., Ali, S. B., **McCormick, K. A.**, Aguilar, L., Aviles, A., Keo, B. S., Stanley, M., Traylor, M., & Wilson, M. (2023). Operationalizing equity-centered implementation through person-centered care capacity-building with HIV service organizations: The SUSTAIN approach. *Journal of Health Care for the Poor and Underserved*, 34(3), 183-207.
[http://doi.org/10.1353/hpu.2023.a903360](https://doi.org/10.1353/hpu.2023.a903360)
 11. Smith-Bankhead, N., Colbert, K., Ali, S., **McCormick, K. A.**, Blais, L., Ward, D., Boone, T., & Meadows, C. (2023). Southern Care: A rapid response to supporting Southern CBOs

- at the onset of COVID-19. *Journal of Health Care for the Poor and Underserved*, 34(3), 77-87. <https://doi.org/10.1353/hpu.2023.a903354>
12. Keo, B. S., **McCormick, K. A.**, Stanton, M., & Ali, S. (2023). A gender affirmative model of training and service provision among HIV service organizations in the US South. *Journal of Health Care for the Poor and Underserved*, 34(3), 119-136. <http://doi.org/10.1353/hpu.2023.a903357>
 13. Claborn, K., Samora, J., **McCormick, K. A.**, Whittfield, Q., Courtois, F., Lozada, K., Sledge, D.,** Burwell, A.,** Chavez, S.,** Bailey, J.,** Bailey, C.,** Pederson, C. D.,** Zagorski, C., Hill, L., Conway, F., Holleran Steiker, L., Cance, J., & Potter, J. (2023). “We do it ourselves”: Strengths and opportunities for improving the practice of harm reduction. *Harm Reduction Journal*, 20(1), 1-14. <https://doi.org/10.1186/s12954-023-00809-7>
 14. **McCormick, K. A.**, Stanton, M., Ali, S. & Chavez, S.** (2023). Outcomes of a harm reduction shared learning intervention pilot in the U.S. South. *Journal of HIV/AIDS & Social Services*, 21(3-4), 216-230. <https://doi.org/10.1080/15381501.2023.2189198>
 15. Myers N., Hutnyan M., Daley, T. C, Bello, I., Chacon, M., Currie, A., Davis, B.J., Dixon, L., George, P. E., Giannicchi A., Kwashie A. N., **McCormick, K. A.**, Meyer-Kalos, P., Nagendra, A., Nayar S., Sarpal, D. K., Sepahpour, T. Y., Shapiro, D. I., & Taylor-Zoghby, J. (2023). Pathways through early psychosis care for ethnically and racially minoritized youth in the U.S.: A systematic literature review. *Psychiatric Services*, 74(8), 859-868. <https://doi.org/10.1176/appi.ps.20220121>
 16. **McCormick, K. A.**, Chatham, A., Klodnick, V., Schoenfeld, E.,** & Cohen, D. (2022). Mental health service experiences among transition-age youth: Interpersonal continuums that influence engagement in care. *Child and Adolescent Social Work Journal*, 40(4), 525-536. <https://doi.org/10.1007/s10560-022-00890-0>
 17. **McCormick, K. A.**, Sevillano, L., Klodnick, V., Lopez, M. & Cohen, D. (2022) Virtual technology’s critical role in sustaining Coordinated Specialty Care in Texas during the COVID-19 pandemic. *Psychiatric Services*, 73(8), 926-929. <https://doi.org/10.1176/appi.ps.202100429>
 18. Stanton, M., Ali, S., & **McCormick, K. A.** (2022). Harm reduction implementation among HIV service organizations (HSOs) in the U.S. south: A policy context analysis and results from a survey of HSOs. *BMC Health Services Research*, 22(1), 913. <https://doi.org/10.1186/s12913-022-08277-8>
 19. Ali, S., Stanton, M., Keo, B., Stanley, M., & **McCormick, K. A.** (2022). HIV and mental health services in the South: A meso analysis. *Community Mental Health Journal*, 58(6), 1146-1156. <https://doi.org/10.1007/s10597-021-00925-3>
 20. Stanton, M., Ali, S., & **The SUSTAIN Center Team.** (2022). Identifying a typology of power: A critical implementation praxis to advance mental health and HIV health equity using the exploration, preparation, implementation, sustainment (EPIS) framework. *Implementation Research and Practice*, 3, 1-16. <https://doi.org/10.1177/26334895211064250>

21. Ali, S., Stanton, M., **McCormick, K. A.**, & Reif, S. (2022). The landscape of trauma informed care in community-based organizations in the United States South. *AIDS Care*, 35(2), 244-248. <https://doi.org/10.1080/09540121.2022.2079599>
22. Ali, S., **McCormick, K. A.**, & Chavez, S.** (2021). LEARN Harm Reduction: A collaborative organizational intervention in the Deep US South. *Journal of Social Service Research*, 47(4), 590-603. <https://doi.org/10.1080/01488376.2020.1860183>
23. **McCormick, K. A.** & Holleran Steiker, L. (2021). A social work perspective on the opioid solution: A community-based expansion of the Hub-and-Spoke Ecosystem. *Journal of Social Work Practice in Addictions*, 21(3), 308-315. <http://dx.doi.org/10.1080/1533256X.2021.1923894>

Manuscripts Under Review

1. **McCormick, K. A.**, Stanton, M., Strohl, K., & Ali, S. (under review). Enhancing implementation leadership in Southern HIV service organizations. *Journal of Public Health Management and Practice*.
2. **McCormick, K. A.**, Shah, R.,* Wittig, M.,* Ali, S., & Claborn, K. (under review). “People who do this work care deeply... and that makes it harder”: Harm reduction workers’ occupational stressors, stress reactions, and coping responses. *Journal of Substance Use and Addiction Treatment*.
3. **McCormick, K. A.** & Claborn, K. (under review). Substance use peer workers’ perspectives and experiences working in the field and its impact on their recovery: A qualitative systematic review protocol. *BMJ Open*.
4. Stanton, M., Ali, S., **McCormick, K. A.**, Smith-Bankhead, N., Hart, A., & Brown, G. (under review). Advancing HIV justice in the U.S. South through equity-centered implementation exploration: Examining the COMPASS Initiative listen in session methodologies, outcomes and applications. *Journal of Health Equity*.
5. Samora, J., Desai, A., Rau, J., **McCormick, K. A.**, Claborn, K., Benzer, J., Watson, P., Westphal, R., & Creech, S. K. (under review). Understanding occupational stressors and resilience strategies among harm reduction workers and leaders. *Harm Reduction Journal*.
6. Desai, A., Rau, J., Samora, J., **McCormick, K.**, Claborn, K., Benzer, J., Rathouz, P., Rochani, H., Chang, P., Watson, P., Westphal, R., & Creech, S. K. (under review). Stress First Aid for the harm reduction workforce: Pilot test results of an occupational stress intervention. *Journal of Substance Use and Addiction Treatment*.

Manuscripts in Preparation

1. **McCormick, K. A.** & Roberts, E.** From macro policy to micro experience: Applying the revised ecological model of occupational stress to the community-based behavioral health workforce.
2. **McCormick, K. A.**, Creech, S., Benzer, J., & Claborn, K. Psychological distress and burnout among frontline harm reduction workers addressing the opioid epidemic in Texas.

3. Claborn, K. R., **McCormick, K. A.**, Samora, J., & Benzer, J. K. "Moving at the speed of trust:" Implementing an overdose surveillance tool among harm reduction organizations in Texas.
4. Aquino-Adriatico, G., **McCormick, K. A.**, Ali, S. & Harris, A. Building connection to support people living with HIV/AIDS: Multilevel predictors of social networks.

Research Reports

1. Cohen, D., **McCormick, K. A.**, & Stevens, L. (2021, September). *LifeWorks Interviews with Transition-Age Youth*. Center for Youth Mental Health, Department of Psychiatry and Behavioral Sciences, Dell Medical School, University of Texas at Austin.
2. Holleran Steiker, L. & **McCormick, K. A.** (2021, August). *A Community-Based Hub-and-Spoke Ecosystem for Bexar County Opioid Abatement*.
3. Holleran Steiker, L. & **McCormick, K. A.** (2021, June). *A Community-Based Hub-and-Spoke Ecosystem for Dallas County Opioid Abatement*.
4. Cohen, D. & **McCormick, K. A.** (2020, December). *Evaluation of clinical high risk – psychosis at Integral Care fiscal year 2020*. Center for Youth Mental Health, Department of Psychiatry and Behavioral Sciences, Dell Medical School, University of Texas at Austin.

Other Publications

1. **McCormick, K. A.** & Claborn, K. Mind the Gaps: What's Missing in Harm Reduction for Opioid Epidemic Response. Addiction Technology Transfer Center Network, Addiction Messenger Feature Article. (March 2024). Available here: <https://attcnetwork.org/addiction-messenger-feature-article-march-2024/>
2. Claborn, K., McDavitt, K., **McCormick, K. A.**, Gooch, G., & Belcher, N. Increasing the Impact of Opioid Settlement Funds through Investing in Health Information & Technology Infrastructure. MedCity News. (February 2024). Available here: <https://medcitynews.com/2024/02/increasing-the-impact-of-opioid-settlement-funds-by-investing-in-health-it-infrastructure/#:~:text=The%20Legal%20Action%20Center%20recommends,current%20assessment%2C%20such%20as%20tracking>

PRESENTATIONS

*Indicates student mentee; **Indicates community partner.

Invited Oral Presentations

1. **McCormick, K. A.** & Claborn, K. (2025, February). *Mind the Gaps: What's Missing in Harm Reduction for Opioid Epidemic Response*. Invited presentation at the Project ECHO: Opioid Use Disorder Initiative, Medical University of South Carolina, virtual.

2. **McCormick, K. A.** (2024, October). *"It often feels like we're pushing a boulder uphill": An exploratory study of Texan harm reduction workers' experiences of occupational stress.* Invited presentation at the Waggoner Center for Alcohol and Addictions Research Meeting, University of Texas at Austin, Austin, Texas.
3. **McCormick, K. A.** & Claborn, K. (2024, July). *Mind the Gaps: What's Missing in Harm Reduction for Opioid Epidemic Response.* Invited presentation at the Project ECHO: Community Opioid Response Initiative, Medical University of South Carolina, virtual.
4. **McCormick, K. A.** (2024, April). *Frontline Resilience: Occupational Stress and Burnout Among Harm Reduction Workers.* Invited presentation at the Donald D. Harrington Fellows Symposium, Amarillo, Texas.
5. **McCormick, K. A.** (2023, July). *Youth and Substance Use: Prevention, Intervention, and Recovery.* Invited presentation at the Texas Health and Human Services Commission Institute, virtual.
6. **McCormick, K. A.** & Holleran Steiker, L. (2022, April). *The shadow epidemic: Disenfranchised grief resulting from the opioid epidemic.* Workshop at the Central Texas Grief and Loss Symposium, virtual.
7. **McCormick, K. A.** (2021, November). *Substance Use Interventions with Students.* Invited presentation at the 10th Annual Williamson County Mental Health in Schools Conference, virtual.
8. Ali, S., **McCormick, K. A.**, & Stanton, M. (2019, February). *The impact of AIDSVu on community engagement.* Invited by AIDSVu, Emory University Rollins School of Public Health, Houston, TX.
9. Ali, S., Stanley, M., **McCormick, K. A.** & Banister, D. (2018, October). *Harm reduction in the South: Funding opportunities.* Oral presentation at the Harm Reduction Coalition (NHRC) Conference, New Orleans, LA.

Peer-Reviewed Oral Presentations

1. **McCormick, K. A.**, Stanton, M., Strohl, K., & Ali, S. (forthcoming: 2026, January). *Building Capacity for Transformative Change: Enhancing Implementation Leadership in Southern HIV Service Organizations.* Oral presentation at the Society for Social Work and Research (SSWR) Annual Conference, Washington, DC.
2. Keo, B. S., **McCormick, K. A.**, Ali, S., Aviles, A., Stanton, M., & Hood, A. (forthcoming: 2026, January). *Enhancing Social Work Research and Evaluation through Public Impact Scholarship: Lessons and Strategies from the Sustain Center at the Collective for Community Action.* Roundtable at the Society for Social Work and Research (SSWR) Annual Conference, Washington, DC.
3. Stanton, M., **McCormick, K. A.**, Ali, S., Smith-Bankhead, N., Hart, A., & Brown G. (forthcoming: 2026, January). *Advancing HIV Justice in the U.S. South through Equity-Centered Implementation Exploration: Examining the Compass Initiative Listen in Session Methodologies, Outcomes and Applications.* Workshop at the Society for Social Work and Research (SSWR) Annual Conference, Washington, DC.

4. **McCormick, K. A.**, Mahadevan, S.,* Wittig, M.,* Samora, J., & Claborn, K. (forthcoming: 2025, November). *Variations in Preparedness: A Comparative Analysis of Educational Training Needs Among Harm Reduction Workers*. Oral presentation at the 2025 Association for Multidisciplinary Education and Research in Substance use and Addiction (AMERSA), Portland, OR.
5. Samora, J., Desai, A., Rau, J., **McCormick K. A.**, Claborn, K., & Creech, S. (forthcoming: 2025, November). *“I want to fill my life with pieces and parts of the solution so that I can be part of the solution”: Piloting Stress First Aid for Harm Reduction Workers*. Oral presentation at the 2025 Association for Multidisciplinary Education and Research in Substance use and Addiction (AMERSA), Portland, OR.
6. Creech, S. K., Desai, A., Rau, J., Samora, J., **McCormick, K.**, Claborn, K., Benzer, J., Rathouz, P., Rochani, H., Chang, P., Watson, P., Westphal, R. (2025, September). *Pilot Test of Stress First Aid (SFA) Adapted for the Harm Reduction Workforce*. In “Interventions and Assessment of Well-Being in Populations Exposed to Trauma,” A. Metts (Chair). Symposium submitted for presentation at the 2025 International Society for Traumatic Stress (ISTSS) Annual Meeting, Baltimore, MD.
7. **McCormick, K. A.** (2025, June). *We Can’t Pour from Empty: Building Strategies to Support Harm Reductionists’ Well-being*. Workshop at the 2025 Washington State Harm Reduction Summit, Suquamish, Washington.
8. Wittig, M.,* **McCormick, K. A.**, Shah, R.,* Ali, S., & Claborn, K. (2025, April). *“People Who Do This Work Care Deeply...And That Makes It Harder”: Exploring Texan Harm Reduction Workers’ Experiences of Occupational Stress*. Oral presentation at the Texas Research Society on Alcoholism (TRSA), College Station, Texas.
9. **McCormick, K. A.**, Ali, S., & Claborn, K. (2025, January). *Unveiling occupational stressors of harm reduction workers to strengthen and sustain their social impact*. Oral paper presentation at the Society of Social Work Research (SSWR) 29th Annual Conference, Seattle, WA.
10. **McCormick, K. A.**, Samora, J., Claborn, K., Holleran Steiker, L., & DiNitto, D. (2024, October). *A socio-ecological systematic review of harm reduction interventions addressing the U.S. opioid overdose epidemic*. Short communication at 2024 Lisbon Addictions, Lisbon, Portugal.
11. **McCormick, K. A.**, Creech, S., Benzer, J., Courtois, F., & Claborn, K. (2024, October). *Psychological distress and burnout among frontline harm reduction workers addressing the opioid epidemic in Texas*. Oral communication at 2024 Lisbon Addictions, Lisbon, Portugal.
12. **McCormick, K. A.**, Marshall, F.,** Johnson, V.,** Scruggs, L.,** & Ali, S. (2024, September). *EPIC: Enhancing Care for Black Cisgender Women Living with HIV*. Workshop at the United States Conference on HIV/AIDS (USCHA), New Orleans, LA.
13. Stanton, M. C., Ali, S. B., **McCormick, K. A.**, Aguilar, L., Aviles, A., Keo, B. S., Stanley, M., Traylor, M., & Wilson, M. (2024, September). *“They modeled the behavior that they were attempting to educate us about”: The SUSTAIN approach to trauma-informed*

- implementation capacity building and coaching*. Oral presentation at the Society for Implementation Research Collaboration (SIRC) 7th Annual Conference, Denver, CO.
14. Stanton, M. C., **McCormick, K. A.**, Ali, S. B., Stanley, M., Traylor, M., Johnson, V.** & Scruggs, L.** (2024, September). *Implementation outcomes for trauma-informed organizational change among Southern HIV service organizations: Analysis and implications for practical trauma-informed care implementation*. Oral presentation at the Society for Implementation Research Collaboration (SIRC) 7th Annual Conference, Denver, CO.
 15. Stanton, M. C., Ali, B., & **McCormick, K. A.** (2024, September). *Justice-centered implementation research and practice: Laying the foundation and building a collective vision*. Pre-conference workshop at the Society for Implementation Research Collaboration (SIRC) 7th Annual Conference, Denver, CO.
 16. **McCormick, K. A.**, Samora, J., Claborn, K., Holleran Steiker, L., & DiNitto, D. (2024, January). *A systematic review of macro-, meso-, and micro-level harm reduction interventions addressing the U.S. opioid overdose epidemic*. Oral paper at the Society of Social Work Research (SSWR) 28th Annual Conference, Washington, DC.
 17. Samora, J., Claborn, K., & **McCormick, K. A.** (2024, January). *"We do it ourselves:" Strengths and opportunities for harm reduction practice in Texas*. Oral paper at the Society of Social Work Research (SSWR) 28th Annual Conference, Washington, DC.
 18. Aquino-Adriatico, G., **McCormick, K. A.**, Ali, S. & Harris, A. (2023, January). *Building Connection to Support People Living with HIV/AIDS: Multilevel Predictors of Social Networks*. Oral paper at the Society of Social Work Research (SSWR) 27th Annual Conference, Phoenix, AZ.
 19. Keo, B. S., **McCormick, K. A.**, Stanton, M., & Ali, S. (2023, January). *The Landscape of Gender Affirmative Care in Community-Based HIV Service Organizations in the U.S. South*. Oral paper at the Society of Social Work Research (SSWR) 27th Annual Conference, Phoenix, AZ.
 20. **McCormick, K. A.**, Keo, B. S., & Ali, S. (2022, November). *Integrating Public Impact Scholarship into Social Work Doctoral Student Education*. Interactive workshop at the Council on Social Work Education (CSWE) 67th Annual Program Meeting, Anaheim, CA.
 21. Claborn, K., **McCormick, K. A.**, Cance, J. & Lozada, K. (2022, October). *Co-Design Process to Build a Digital Platform for Community Overdose Response in Texas: TxCOPE*. Innovation, Design Thinking, and Scholarship session at the National Harm Reduction Coalition (NHRC) Conference, San Juan, PR.
 22. **McCormick, K. A.** & DiNitto, D. (2022, October). *Technology-enabled Harm Reduction Strategies: Helpful or Harmful?* Roundtable at the National Harm Reduction Coalition (NHRC) Conference, San Juan, PR.
 23. Stanton, M., Ali, S., **McCormick, K. A.**, Smith-Bankhead, N., & Hart, A. (2022, September). *Best Practices for Equity-Centered Exploration using Listen-In Session*. Oral presentation at the Society for Implementation Research Collaboration Conference (SIRC), San Diego, CA.

24. **McCormick, K. A.** (2022, August). *Technological Advances in Harm Reduction Approaches*. Oral presentation at the Southern Harm Reduction Conference (SHRC), Virtual.
25. **McCormick, K. A.** (2022, August). *Southern HIV Service Organizations' Implementation of Harm Reduction*. Oral presentation at the Southern Harm Reduction Conference (SHRC), Virtual.
26. Stanton, M. Ali. S., **McCormick, K. A.**, & Reif, S. (2022, July). *The Landscape of Person-Centered Approaches in Community-Based Organizations in the US South*. Oral presentation at the 24th International AIDS Conference, Virtual.
27. **McCormick, K. A.** & Ali, S. (2022, June). *Strategies to Facilitate Group-based Interventions during the COVID Pandemic*. Oral presentation at the International Association of Social Work Groups, Virtual.
28. **McCormick, K. A.**, & Chavez, S.** (2021, December). *Harm reduction and trauma-informed care: Competing or complementary approaches?* Oral presentation at the United States Conference on HIV/AIDS (USCHA), Virtual.
29. **McCormick, K. A.** & Holleran Steiker, L. (2021, November). *Addressing the opioid epidemic through interdisciplinary coordination: A community-based Hub-and-Spoke ecosystem*. Oral presentation at the Association for Multidisciplinary Education and Research in Substance use and Addiction (AMERSA) 45th Annual Conference, Virtual.
30. **McCormick, K. A.**, & Chavez, S.* (2021, August). *LEARN: A Southern shared learning community on harm reduction*. Oral presentation at the Southern Harm Reduction Conference (SHRC), Virtual.
31. **McCormick, K. A.**, Chavez, S.,* Shimberg, D.,* & Baugh, D.* (2021, August). *Harm reduction: Moving toward client-centered care through lessening provider harm*. Panel presentation at the Southern Harm Reduction Conference (SHRC), Virtual.
32. **McCormick, K. A.**, Aguilar, L., & Ali, S. (2021, May). *Trauma-informed supervision: Prioritizing the principle of safety for staff during social crises*. Workshop at the 33rd National Conference on Social Work and HIV/AIDS, Virtual.
33. Aguilar, L., **McCormick, K. A.** & Ali, S. (2021, May). *Trauma-informed care: Centering healing in times of unrest*. Workshop at the 33rd National Conference on Social Work and HIV/AIDS, Virtual.
34. **McCormick, K. A.** & Holleran Steiker, L. (2021, January). *A social work perspective on the opioid solution: A community-based expansion of the Hub-and-Spoke Ecosystem*. Oral presentation at the Texas Research Society on Alcoholism (TRSA), Virtual.
35. **McCormick, K. A.**, Ali, S., & Stanton, M. (2021, January). *LEARN Harm Reduction: Outcomes and impact of a shared learning community in the US South*. Oral presentation at the Society of Social Work Research (SSWR) 25th Annual Conference, Virtual.
36. Cohen, D., Stevens, L., & **McCormick, K. A.** (2020, November). *COVID-19 and the University of Texas Student Mental Health Needs*. Lightning Talk at the University of Texas at Austin COVID-19 Conference, Virtual.

37. **McCormick, K. A.**, Aguilar, L., & Ali, S. (2020, August). *The role of trauma-informed supervision in ending the epidemic*. Oral presentation at the 2020 Ryan White Conference, Virtual.
38. **McCormick, K. A.**, Chavez, S.** & Ali, S. (2020, July). *LEARN: A community-informed shared learning program addressing HIV through harm reduction in the deep U.S. South*. Oral presentation at the International Social Work and Social Development Conference, Virtual.
39. **McCormick, K. A.**, Aguilar, L., & Ali, S. (2020, May). *Trauma-informed supervision: Supporting staff in ending the epidemic*. Workshop at the 32nd National Conference on Social Work and HIV/AIDS, Virtual.
40. Ali, S., **McCormick, K. A.**, & SUSTAIN Team. (2020, January). *LEARN: Building evidence through the development of a shared learning community focused on harm reduction in the deep U.S. South*. Oral presentation at the Society of Social Work Research (SSWR) 24th Annual Conference, Washington, DC.
41. Keo-Meier, B., Ali, S., & **McCormick, K. A.** (2020, January). *An intersectional approach to research: Meaningfully incorporating community in the research process*. Oral presentation at the Society of Social Work Research (SSWR) 24th Annual Conference, Washington, DC.

Poster Presentations

1. Desai, A., Rau, J., **McCormick, K.A.**, Samora, J., Roshani, H., Chang, P., Westphal, R., Watson, P., Benzer, J.K., Claborn, K., Creech, S.K. (forthcoming: 2025, December). *"Co-adapting and pilot testing Stress First Aid for the harm reduction workforce: "[Stress First Aid] goes hand in hand with what we do. ""* Poster accepted for presentation at the 18th Annual Conference on the Science of Dissemination and Implementation in Health, Washington, DC.
2. **McCormick, K. A.**, Ali, S. & Claborn, K. (forthcoming: 2026, January). *"Who Else Is Going to Come Do This?": The Human Cost of Harm Reduction Work within the Non-Profit Industrial Complex*. Poster presentation at the Society for Social Work and Research (SSWR) Annual Conference, Washington, DC.
3. Mahadevan, S.,* **McCormick, K. A.**, Wittig, M.,* & Claborn, K. (2025, April). *Assessing Training Histories and Needs of Harm Reduction Workers: Identifying Gaps to Enhance Competency*. Poster presenter at the 7th Annual Interprofessional Health Showcase, The University of Texas at Austin, Austin, TX.
4. Ali, S., Stanton, M., & **McCormick, K. A.** (2025, January). *Societal impact through trauma-informed organizational change: Preliminary outcomes of a collaborative intervention*. Poster presentation at the Society of Social Work Research (SSWR) 29th Annual Conference, Seattle, WA.
5. Stanton, M., Ali, S., **McCormick, K. A.**, Stanley, M., Traylor, M., Johnson, V.,** & Scruggs, L.** (2025, January). *Accelerating organizational change for health justice: Implementation outcomes of trauma-informed organizational change among Southern HIV*

- service organizations*. Poster presentation at the Society of Social Work Research (SSWR) 29th Annual Conference, Seattle, WA.
6. Samora J., **McCormick, K. A.**, Benzer, J., Creech, S., & Claborn, K. R. (2024, October). *Pilot implementation of a drug overdose reporting tool among Texas harm reduction organizations: A mixed methods study*. Poster presentation at the 2024 Lisbon Addictions Conference, Lisbon, PR.
 7. Samora J., **McCormick, K. A.**, Benzer, J., Creech, S., & Claborn, K. R. (2024, June). *Pilot implementation of a drug overdose reporting tool among Texas harm reduction organizations*. Poster presentation at the 86th College on Problems of Drug Dependence Annual Scientific Meeting, Montreal, CAD.
 8. **McCormick, K. A.**, Stanton, M., & Ali, S. (2024, January). *A mixed methods analysis of harm reduction implementation in HIV service organizations across the U.S. South*. Poster presentation at the Society of Social Work Research (SSWR) 28th Annual Conference, Washington, DC.
 9. **McCormick, K. A.**, Ali, S. & Stanton, M. (2023, January). *Diffusion of Harm Reduction Knowledge and Skills: Results from a Learning Collaborative for Southern HIV Service Organizations*. Poster presentation at the Society of Social Work Research (SSWR) 27th Annual Conference, Phoenix, AZ.
 10. Stanton, M., **McCormick, K. A.** & Ali, S. (2023, January). *Harm Reduction Implementation Among HIV Service Organizations in the U.S. South*. Poster presentation at the Society of Social Work Research (SSWR) 27th Annual Conference, Phoenix, AZ.
 11. Claborn, K., Courtois, F., Samora, J., **McCormick, K. A.** & Lozada, K. (2022, October). *Building a Platform to Data-Driven Outreach for Harm Reduction Organizations*. Poster presentation at the International Association of Providers of AIDS Care (IAPAC), Sevilla, SPA.
 12. **McCormick, K. A.**, Cohen, D. A., & Klodnick, V. (2022, January). *The Tensions of Informal Support: First-Year College Student Support Navigation during the Pandemic*. Poster presentation at the Society of Social Work Research (SSWR) 26th Annual Conference, Washington, DC.
 13. **McCormick, K. A.**, Stevens, L., & Cohen, D. (2021, January). *Does system involvement play a role in youth disclosure of substance use?* Poster presentation at the Texas Research Society on Alcoholism (TRSA), Virtual.
 14. **McCormick, K. A.**, Chatham, A., Klodnick, V., Schoenfeld, E.,** & Cohen, D. (2022, April). *Understanding, Respect, and Trust: What Keeps Highly Vulnerable Transition-Age Youth Engaged in Mental Health Services*. Poster presentation at the 4th Interprofessional Health Showcase, The University of Texas at Austin, Virtual.
 15. **McCormick, K. A.** (2022, April). *The Evolution of Harm Reduction: A Case Study*. Poster presentation at the 4th Interprofessional Health Showcase, The University of Texas at Austin, Virtual.
 16. **McCormick, K. A.** & Holleran Steiker, L. (2021, April). *An interdisciplinary solution to the opioid solution: A community-based expansion of the Hub-and-Spoke Ecosystem*. Poster

presentation at the 3rd Interprofessional Health Showcase, The University of Texas at Austin, Virtual.

17. **McCormick, K. A.** & Cohen, D. (2021, January). *Impact of COVID-19 on college student mental health*. Poster presentation at the St. David's CHPR Conference on Health Promotion in the COVID-19 Era, Virtual.
18. Manohar, I. & **McCormick, K. A.** (2021, January). *How current events impact college student mental health*. Poster presentation at the St. David's CHPR Conference on Health Promotion in the COVID-19 Era, Virtual.

RESEARCH EXPERIENCE

- 01/2018-
01/2025 *Program and Evaluation Manager*
SUSTAIN Wellbeing COMPASS Coordinating Center
Graduate College of Social Work, University of Houston (Houston, TX)
- Oversaw program planning and delivery across a portfolio of more than 120 grantees, ensuring alignment with the Gilead COMPASS Initiative and SUSTAIN Center strategic priorities related to evidence-based HIV service provision in the U.S. South.
 - Designed and managed multi-level evaluation plans to monitor grantee performance, assess program impact, and inform strategic learning.
 - Provided technical assistance to grantees in areas such as program planning, content-area expertise, data collection, reporting, and organizational development.
 - Collaborated with cross-sector stakeholders and community partners to identify capacity-building needs and co-develop grant and capacity building programs.
 - Synthesized evaluation findings into actionable insights for internal teams, funders, community partners, and the broader field.
 - Led and contributed to the dissemination of research and evaluation findings through peer-reviewed publications and conference presentations.
- 09/2022-
08/2023 *Research Assistant*
Dr. Kasey R. Claborn, Addiction Research Institute
The University of Texas at Austin, School of Social Work (Austin, TX)
- Coded, analyzed, and synthesized qualitative interview data for a project related to the implementation of a technology-based overdose reporting tool.
 - Translated research activities into tangible deliverables (presentations, papers, infographics) for dissemination.
 - Supported PI with grant writing for state and federal funding opportunities.
- 09/2020-
08/2021 *Research Assistant*
Dr. Deborah A. Cohen, Center for Youth Mental Health

Dell Medical School, The University of Texas at Austin (Austin, TX)

- Administered, monitored, and analyzed longitudinal surveys related to college students' mental health status and care preferences.
- Conducted, transcribed, coded, and analyzed in-depth qualitative interview data related to young people experiencing mental health challenges.
- Translated research activities into tangible deliverables (presentations, manuscripts, infographics) for dissemination.

09/2017-
12/2017

Research Assistant

Dr. Luis Torres, Office of the Associate Dean of Research

Graduate College of Social Work, University of Houston (Houston, TX)

- Supported faculty in writing a successful \$5 million grant proposal from a private funder.
- Conducted a systematic literature review on trauma, wellness, mental health, and substance use.
- Utilized GIS mapping to conduct and synthesize 9 state assessments of HIV prevalence and incidence rates.

TEACHING INTERESTS

Research methods; mixed methods research; program evaluation; topics related to behavioral health/addiction; community practice; determinants of health; foundations of social justice

TEACHING EXPERIENCE

Spring 2023 *Teaching Assistant to Dr. Kirk von Sternberg*

Structural Equation Modeling

The University of Texas at Austin (Austin, TX)

- Provided individualized technical assistance on Parallels and SPSS software platforms required for statistical analyses.
- Supported students in clarifying content and concepts introduced during lectures.
- Graded quizzes, homework, and major course assignments.

Fall 2022 *Teaching Assistant to Drs. Lori Holleran Steiker and Kasey Claborn*

Young People and Drugs Signature Course

The University of Texas at Austin (Austin, TX)

- Lectured on The Opioid Epidemic and Harm Reduction Interventions to 250 students.
- Reviewed and advised on Integrative Projects for 50 student groups.

- Provided content area expertise and consultation to five student groups (25 students) for Integrative Projects.

Spring 2021 *Teaching Assistant to Dr. Lori Holleran Steiker*

Young People and Drugs Signature Course

The University of Texas at Austin (Austin, TX)

- Developed and graded quizzes and major course assignments.
- Lectured on Trauma and Substance Use and the Community-Based Expansion of the Hub-and-Spoke Ecosystem to 18 students.

Fall 2020 *Co-Instructor with Dr. Kasey R. Claborn*

Young People and Drugs Signature Course

The University of Texas at Austin (Austin, TX)

- Developed course syllabus and course assignments.
- Delivered several lectures to 150 students.
- Collaborated with community members and professionals as guest speakers.
- Graded quizzes and major course assignments.

GUEST LECTURES

1. *Dissertation Decisions: A Case Study Approach to Selecting Topic, Theory, and Methods* (November 2024). Invited guest lecture, PhD Research Methods class at the University of Houston Graduate College of Social Work in Houston, Texas.
2. *Navigating the Harm Reduction Policy Landscape in Texas* (November 2023). Invited guest lecture, Young People and Drugs Signature Course at the University of Texas at Austin in Austin, Texas.
3. *Integrating Theory into Your Dissertation Research* (April 2023). Invited guest lecture, PhD Social Science Theories class at the University of Houston Graduate College of Social Work in Houston, Texas.
4. *A Crash Course on Harm Reduction*. (April 2023). Invited guest lecture, Generalist Practice with Groups and Communities class at Eastern Connecticut University in Willimantic, Connecticut.
5. *Supporting Youth with Substance Use Disorders*. (January 2023). Invited guest lecture, Postgraduate Year Two Pharmacy Residency Program at the University of Texas at Austin in Austin, Texas.
6. *Can Policy Prevent Substance Use (or Mitigate its Negative Effects)?* (May 2022). Invited guest lecture, Addiction Psychiatry Fellows at the University of Texas at Austin in Austin, Texas.
7. *A Crash Course on Harm Reduction*. (March 2022). Invited guest lecture, Generalist Practice with Groups and Communities at Eastern Connecticut University in Willimantic, Connecticut.

8. *Give to Get: Treating Adolescent Substance Abuse*. (February 2022). Invited guest lecture, Addiction Psychiatry Fellows at the University of Texas at Austin in Austin, Texas.
9. *Adolescent Substance Use*. (February 2022). Invited guest lecture, Postgraduate Year Two Pharmacy Residency Program at the University of Texas at Austin in Austin, Texas.
10. *Co-Conspiratorship in Practice*. (November 2021). Invited guest lecture, Confronting Oppressing and Injustice at the University of Houston Clear Lake in Clear Lake, Texas.
11. *Activism*. (November 2021). Invited guest lecture, Foundations of Social Justice Course at the University of Texas at Austin in Austin, Texas.
12. *Opioid Abatement Model*. (October 2021). Invited guest lecture, Young People and Drugs Signature Course at the University of Texas at Austin in Austin, Texas.
13. *Positionality and Intersectionality*. (October 2021). Invited guest lecture, Foundations of Social Justice Course at the University of Texas at Austin in Austin, Texas.
14. *Social Determinants of Health and Barriers to Treatment for Young People who use Drugs*. (October 2021). Invited guest lecture, Young People and Drugs Signature Course at the University of Texas at Austin in Austin, Texas.
15. *The Intersections of Trauma and Substance Use among Young People*. (September 2021). Invited guest lecture, Young People and Drugs Signature Course at the University of Texas at Austin in Austin, Texas.

STUDENT MENTORSHIP

2025-pres.	<i>Research Supervisor</i> to Dayanara Pacheco Addiction Research Institute, The University of Texas at Austin
2024-pres.	<i>Research Supervisor</i> to Srinidhi Mahadevan Addiction Research Institute, The University of Texas at Austin
2024-pres.	<i>Research Supervisor</i> to Christine Lee Addiction Research Institute, The University of Texas at Austin
2024-pres.	<i>Research Supervisor</i> to Esther Lee Addiction Research Institute, The University of Texas at Austin
2023-pres.	<i>Research Supervisor</i> to Megan Wittig Addiction Research Institute, The University of Texas at Austin
2021	<i>Task Supervisor</i> to Camille DiGiaimo Bridging Disciplines Program, The University of Texas at Austin
2020-2021	<i>Task Supervisor</i> to Ishaan Manohar Department of Psychiatry and Behavioral Sciences, Dell Medical School, The University of Texas at Austin

- 2020 *Field Instructor* to Alejandra Aviles
Graduate College of Social Work, University of Houston
- 2019-2020 *Task Supervisor* to Audrey Erwin
Graduate College of Social Work, University of Houston

MEDIA APPEARANCES

- Summer 2024 “Lessons in Mitigating Substance Use Disorder” (Interview). *Social Work Advocates* magazine. Topic: Substance use disorders in social work education and research. Role: Quoted as an expert in harm reduction and highlighted as conducted innovative research in harm reduction and social work. Retrieved from:
<https://www.socialworkers.org/News/Social-Work-Advocates/2024-Summer-Issue/Lessons-in-Mitigating-Substance-Use-Disorder>
- 07/2023 “Moore Fellowship Winner: Katie McCormick” (Blog). *The Hogg Foundation*. Topic: Dissertation award. Role: Highlighted as an award winner for my dissertation research on contributors of occupational stress and burnout among Texas harm reduction workers. Retrieved from <https://hogg.utexas.edu/moore-fellowship-winner-katie-mccormick>.
- 02/2023 “New overdose data collection app from UT launches in Texas” (Interview). *The Daily Texan*. Topic: TxCOPE, a community-based overdose reporting app. Role: Quoted as an expert on the role of data in enhancing harm reduction-oriented overdose response efforts. Retrieved from
<https://thedailytexan.com/2023/02/09/new-overdose-data-collection-app-from-ut-launches-in-texas/>.

SERVICE TO THE PROFESSION

National

- 2024-Pres. *Action Council*
Society of Implementation Research Collaboration
- 2024-Pres. *Editorial Board Member*
Journal of HIV/AIDS & Social Services (Philadelphia, PA)
- 2020-2024 *Conference Co-Chair of the Doctoral Student Committee*
Society of Social Work Research (Washington, DC)
- 2022-Pres. *Ad Hoc Peer Reviewer*

BMC Health Services Research
 Community Mental Health Journal
 Psychiatric Services
 Frontiers in Public Health
 Journal of Behavioral Health Services Research
 Journal of Social Work Practice in the Addictions
 Journal of the Health Care for the Poor and Underserved

- 2020-Pres. *Ad Hoc Abstract Reviewer*
 American Evaluation Association (Washington DC, 07/2024)
 Harm Reduction Coalition Conference (New York City, NY; 03/2020)
 Council on Social Work Education (Alexandria, VA; 2020-2021)
- 03/2022 *Ad Hoc Grant Reviewer*
 Harm Reduction Grant Program, Substance Abuse and Mental Health Services Administration (Alexandria, VA)
- 03/2021 *Ad Hoc Grant Reviewer*
 National Child Traumatic Stress Initiative – Cat. III, Community Treatment and Service Centers (NCTSI III SM-21-010), Substance Abuse and Mental Health Services Administration (Alexandria, VA)
- Regional**
- 06/2019 *Ad Hoc Grant Reviewer*
 DSHS HIV Prevention Services (HHS0000778), Texas Department of Health and Human Services (Austin, TX)
- 02/2019 *Ad Hoc Abstract Reviewer*
 National Association of Professional Social Workers, Texas Chapter (Houston, TX)
- 01/2017-03/2019 *Ad Hoc Grantmaker and Evaluator*
 Philanthropy Lab, Baylor University (Waco, TX)

PRACTICE EXPERIENCE

- 08/2017-04/2018 Texas Hunger Initiative, Baylor University (Houston, TX)
Community Building and Engagement Intern
- Built organizational capacity by creating and disseminating policies and procedures manual for staff onboarding.

- Conducted research on federal funding opportunities and disseminated information to stakeholders to inform a collaborative successful grant application for SNAP accessibility and local farmers markets.

08/2016- Waco Housing Authority (Waco, TX)

04/2017 *Social Work Intern*

- Independently wrote a successful grant proposal to a private funder for \$2,500 focused on early childhood education.
- Managed a caseload of 25 clients ranging from youth to older adults.
- Conducted informal qualitative interviews with local residents about experiences of gentrification.

PROFESSIONAL ASSOCIATIONS

Member, Society of Social Work Research (SSWR)

Member, Council on Social Work Education (CSWE)

Member, Society for Implementation Research and Collaboration (SIRC)

TRAININGS AND CERTIFICATIONS

July 2025 Community Based Participatory (CBPR) Training Intensive and Mentoring Program, University of Alabama Birmingham. Received Completion Certificate.

Nov 2024 NIH Grant Writing Boot Camp: Building a Strong Foundation for Funding Success. Columbia University SHARP Training Program. Received Completion Certificate.

Jun 2024 Modelers and Storytellers: Transdisciplinary Training to Advance Community Health Intervention Research. UCLA Fielding School of Public Health. Received Completion Certificate.

Jun 2023 Using Dedoose to Enhance Collaborative Research. Training of the Institute for Mixed Methods Research and Qualitative Data Analysis Services.

Fall 2021 Teaching Preparation Series. Training at the University of Texas at Austin: Faculty Innovation Center, Austin, Texas. Received Teaching Certificate.

Jan 2020 Undoing Racism. Training of the People's Institute for Survival and Beyond, Houston, Texas.