

**Candice Norcott, PhD**  
**Licensed Clinical Psychologist | Public Speaker | Consultant**  
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## Professional Summary

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Strategic healthcare leader with over 15 years of clinical experience and more than 7 years of success developing, implementing, and directing comprehensive mental health programs. I bring a rare combination of clinical expertise, communication skill, and organizational insight to my work. Whether I'm consulting with leaders, facilitating workshops, or speaking to broad audiences, I translate evidence-based research into practical tools that support belonging, reduce isolation, and improve functioning. My work is grounded in clarity, cultural awareness, and an understanding of the pressures faced by everyday people—making my services both relatable and deeply effective across industries.

## Education

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**Yale University, School of Medicine**, New Haven, CT

Postdoctoral Fellowship in Public Sector Mental Health Administration, *August 2010*

Advisor: Allison Ponce, Ph.D.

**University of Connecticut**, Storrs, CT

Doctor of Philosophy in Clinical Psychology, *August 2009*

Advisor: Michelle Williams, Ph.D.

- Dissertation: *Women's Adjustment following Childhood Sexual Abuse: Evaluation of a Schema and Resiliency Model of Trauma Recovery*

**University of Connecticut**, Storrs, CT

Master of Arts Degree in Clinical Psychology, *April 2006*

Advisor: Michelle Williams, Ph.D.

- Master's Thesis: *The Effects of Distorted Beliefs on the Relationship between Child Sexual Abuse and Sexual Revictimization*

**Brown University**, Providence, RI

Bachelor of Arts Degree, *May 2001*

Advisor: Brian Hayden, Ph.D.

- Psychology Major

## Academic Appointments

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### **University of Chicago**

Associate Professor in the Department of Psychiatry and Behavioral Neuroscience

December 2022 – present

- Developed comprehensive OB/GYN mental health program; responsible for program strategy, implementation, and outcomes
- As Clinical Director, lead cross-functional teams of clinicians, administrators, and staff to deliver integrated maternal health support
- Advocate for diverse member needs by developing culturally responsive mental health services
- Lecturer in the Psychology Internship Program and the Biological Sciences Division on topics related to gender, race, and trauma

### **University of Chicago**

Assistant Professor in the Department of Psychiatry and Behavioral Neuroscience

September 2016 – December 2022

- Developed behavioral health program to support the Section for Complex Family Planning in the Department of Obstetrics and Gynecology
- Worked within cross-functional teams of clinicians, administrators, and staff to deliver integrated behavioral health support
- Lecturer in the Psychology Internship Program and the Biological Sciences Division on topics related to gender, race, and trauma

### **Loyola University of Chicago - Stritch School of Medicine**

Course Director for Behavioral Medicine and Development

July 2015 – August 2016

- Created and delivered the behavioral health curriculum for first year medical students

### **Loyola University of Chicago – Cook County-Loyola-Provident (CCLP) Family Medicine Residency Program**

Assistant Professor in the Department of Family Medicine

Director of Behavioral Science February

2013 – August 2016

- Developed and implemented the Behavioral Sciences curriculum for the CCLP Family Medicine Residency training program
- Provided direct observation and didactic modules to Family Medicine Residents in Patient Centered Communication
- Provided psychological services at Near South Health Center, a Cook County Health and Hospital System Clinic

## Other Employment

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### **University of Chicago Medical Center**

Director Graduate Medical Education Well-Being

April 2020 - present

- Develop and implement institutional well-being initiatives for resident and fellow physicians
- Create innovative opt-out mental health program for incoming medical interns
- Lead cross-functional collaboration between graduate medical education, mental health services, and administration
- Design and implement feedback mechanisms to gather user insights and measure program effectiveness

### **Center for Gender and Justice**

#### Certified Trainer

January 2006 – present

- Provide consultations, trainings and workshops on gender, trauma, and culturally responsive issues

### **Isaac Ray Center, Inc. at the Cook County Juvenile Temporary Detention Center**

#### Center Leader

October 2010 – January 2013

- Clinical supervisor for a multidisciplinary mental health team including a social worker and mental health specialist
- Responsible for programming of WINGS/EAGLES Center which houses 15 to 17-year-old female and male residents awaiting trial and sentencing
- Provided individual and group therapy to the adolescents detained at the center
- Provided trauma-informed training for all Juvenile Detention Center staff
- Committee member for the Sight and Sound committee which gathered, and reviewed psychoeducational materials used in the facility
- Committee member for a workgroup aimed at improving gender-responsive services at the facility

## Scholarship

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### **Peer-reviewed publications:**

Waymel, C., **Norcott, C.**, and Andrews, B. (2024). Reimagining Block Scheduling to Address Resident WellBeing. *JAMA Network Open*, 7(2), e240017-e240017.

**Norcott, C.**, Mbayiwa, K., Ilyumzhinova, R., Sroka, A. W., Hipwell, A. E., Keenan, K., & ECHO Cohort Consortium. (2024). Listening to the Perspectives of Black Women on Perinatal Health Disparities: Reversing the Tide and Improving Outcomes. *Journal of Racial and Ethnic Health Disparities*, 1-8.

Balaji, U., Tung, I., **Norcott, C.**, Keenan, K., & Hipwell, A. E. (2024). Social connectedness and well-being among Black women who experienced adolescent sexual trauma. *Psychological trauma: theory, research, practice, and policy*.

Sroka, A., Ilyumzhinova, R., Keenan, K., Mbayiwa, K., Meyer, W., & **Norcott, C.** (2023). Utility of the Edinburgh postnatal depression scale for identifying prenatal psychological distress in black women. *American Journal of Obstetrics & Gynecology*, 228(1), S432-S433.

Sroka, A.W., Mbayiwa, K., Ilyumzhinova, R., Meyer, W., Fowle, J., Gipson, C.J., **Norcott, C.**, Hipwell, A.E. and Keenan, K. (2023). Depression screening may not capture significant sources of prenatal stress for Black women. *Archives of Women's Mental Health*, 26(2), 211-217.

Long, J.; Simon, J.; DeMartelly, V.; **Norcott, C.**; and Dade, A. (2022) Women Just Wanna Have Time: A Wellness Innovation Research, *Journal of Wellness*: 3(3), Article 5.

Steenbergh, K., Fess, E., Dade, A., **Norcott, C.**, deMartelly, V., and Chor, J. (2021). PA perspectives on interprofessional ethics education in obstetrics/gynecology. *Journal of the American Academy of PAs*, 34(12), 1.

Blanchard, A. K., Podczewinski, J., Twiss, M. F., **Norcott, C.**, Lee, R., & Pincavage, A. T. (2021). Resident well-being before and during the COVID-19 pandemic. *Journal of Graduate Medical Education*, 13(6), 858-862.

Laursen, L., Hebert, L., Newton, S., **Norcott, C.**, & Gilliam, M. (2020). Community violence exposure and adolescent pregnancy in Chicago. *Journal of Interpersonal Violence*, 0886260520917509.

**Norcott, C.**, Keenan, K., Wroblewski, K., Hipwell, A., & Stepp, S. (2019). The impact of adolescent sexual harassment experiences in predicting sexual risk-taking in young women. *Journal of Interpersonal Violence*, 0886260519845733.

Laursen, L., Hebert, L., Newton, S., **Norcott, C.**, & Gilliam, M. (2018). "Almost Every Boy Is in a Gang, So You Ain't Got no Choice": Sexual Relationships Among Adolescent Girls in High Violence Neighborhoods of Chicago. *Journal of Pediatric and Adolescent Gynecology*, 31(2), 180.

Vazquez, A., **Norcott, C.**, & Wong, P. What are the most effective treatments for insomnia in the elderly? Evidence-Based Practice. (2016); 19(11): 9-10.

Spirito, A., Simon, V., Cancilliere, M. K., Stein, R., **Norcott, C.**, Loranger, K., & Prinstein, M. J. (2011). Outpatient psychotherapy practice with adolescents following psychiatric hospitalization for suicide ideation or a suicide attempt. *Clinical Child Psychology and Psychiatry*, 16(1), 53-64.

Covington, S., Burke, C., Keaton, S., & **Norcott, C.** (2008). Evaluation of a Trauma-Informed and Gender-Responsive Intervention for Women in Drug Treatment. *Journal of Psychoactive Drugs*, Supplement 5, 387-398.

### **Book chapters:**

**Norcott, C.** and Gooden, A. (2023). Black Women and Trauma in Baptiste, D. and Gooden, A. *Psychotherapy with Black Women: Supporting Women to Heal and Thrive*. Cambridge University Press.

Wheat, S., **Norcott, C.**, and Talen, M. (2017). Substance Abuse Screening and Assessment in Primary Care Settings in M. E. Maruish (Ed.), *Handbook of psychological assessment in primary care settings* (pp. 389-410). Taylor & Francis.

### **Select Conference Presentations:**

**Norcott, C.**, Mbayiwa, K., Keenan, K., Ilyumzhinova, R., Hipwell, A., Wyke, C., and Yardley, B. (2023). Black Women's Experience of Perinatal Health Disparities: Bridging the Gap between Awareness and Improving Outcomes. Poster presented at the 2023 Marce of North America Conference, Alexandria, VA.

**Norcott, C.**, Mbayiwa, K., Ilyumzhinova, R., Sroka, A., Hipwell, A., Keenan, K. (2023). Conducting Participatory Research to Determine Acceptability and Feasibility of a New Scale of Perinatal Health Awareness for Black Women. Poster presented at the 2023 ECHO Spring Conference, Alexandria, VA.

Hipwell, A., Fu, H., Magee, K., **Norcott, C.**, Keenan, K., and Levine, M. (2023). *Prenatal emotional support is associated with less postpartum health anxiety among Black women irrespective of stress exposure*. Poster presented at the 2023 Society for Behavioral Medicine annual conference.

**Norcott, C.** (2021) *Relational Health and Adolescence: Opportunities for Empowerment*. Adult and Juvenile Female Offenders Biannual Conference, Virtual.

**Norcott, C.** (2020, April 2-accepted/cancelled). *What adolescents know about healthy relationships: A lot and not nearly enough*. North American Society for Pediatric and Adolescent Gynecology, 2020 Convention, Dallas, TX, United States.

## Research Funding

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### Current:

National Institute of Health and Environment and Childhood Health Outcomes (ECHO). Project Title: "Reducing risk from preconception stress and structural racism on offspring neurodevelopment." My Role: Co-Investigator/Site PI. Total Amount: \$219,646.

Department of Psychiatry and Behavioral Neuroscience, Departmental Grant. Title: "Values and Opinions in Care Experiences (VOICE) Study" My role: Co-PI. Total Amount: \$18,185.

### Past:

National Institute of Health and Environment and Childhood Health Outcomes (ECHO)-OIF Cycle 5 Grantee Title: "Leveraging the Patient Provider Relationships to Improve Perinatal Health Outcomes in Black Women" My role: PI. Total Amount: \$198,382.

Department of Psychiatry and Behavioral Neuroscience, Departmental Grant. Title: "Relational Health and Sexuality" My role: PI. Total Amount: \$5,805. January 2019

Faculty Diversity Award Grant, Division Grant. Title: "Sexual assault and reproductive health: Relational health as a protective factor" My role: PI. Total Amount: \$2000. April 2017

## Invited Speaking

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| 2025 | <b>Invited Speaker</b> , <i>Authentic and Assertive Communication for Leadership</i> , Warner Reynolds Leadership series, Chicago, IL |
| 2024 | <b>Grand Rounds Speaker</b> , <i>What about the Girls?</i> Alberta Health Services, Covenant Health Services, Edmonton, AB, Ca.       |

- 2024 **Keynote Speaker**, *Academia to Instagram and Everything in Between: Getting Good Psychology to the People*. American Psychological Association, Annual Convention, Seattle, WA.
- 2022 **Keynote Speaker**, Jean Eman's Lectureship, NASPAG Annual Conference, Chicago, IL
- 2021 **Keynote Speaker**, *Resilience Chicago: Evening of Impact*, Annual Gala, Chicago, IL.
- 2021 **Keynote Speaker**, *Trauma-Informed Care & Reproductive Justice*. UIC Center of Excellence in Maternal and Child Health, Students for Sexual and Reproductive Health, Collaboratory for Health Justice, and Radical Public Health for the Spring 2021 Reproductive Justice Symposium.
- 2020 **Keynote Speaker**, *Working at the Intersection: Trauma, Race, and Resilience in Black Girls and Women*, Annual Convention, Connecticut Psychological Association
- 2020 **Grand Rounds Speaker**, *Well-Being in Times of Enduring Uncertainty*, Neurosurgery Grand Rounds, University of Chicago
- 2020 **Grand Rounds Speaker**, *Trauma, Resilience & Sexual Health in Black Girls: Building a Translational Program*, Department of Psychiatry and Behavioral Neuroscience, University of Chicago
- 2019 **Moderator**, Town Hall Screening of *PUSHOUT: The Criminalization of Black Girls in Schools*, University of Chicago Trauma Interest Work Group
- 2019 **Keynote Speaker**, *Gender and Race Matters: Working towards equity in Interpersonal Violence services*, Indiana Coalition Against Domestic Violence (ICADV) biannual conference
- 2019 **Panelist**, *Doing More than Meaning Well Symposium*, University of Chicago Law School
- 2019 **Invited Speaker**, *Race, Gender, and Higher Education: Life at the Intersection*, University of Illinois-Springfield
- 2019 **Invited Speaker**, *Race, Gender, and Higher Education: Life at the Intersection*; Workshop, University of Chicago, Center for Identity and Inclusion
- 2018 **Invited Speaker**, *Moving from Trauma-informed to Trauma-Responsive*; Jane Adams School of Social Work, Chicago, IL
- 2018 **Invited Speaker**, *Gender Matters in Trauma-Informed Care*, Hartgrove Hospital, Chicago, IL
- 2018 **Panelist**, *Almost Grown-ish*, Links of Chicago, Chicago, IL
- 2018 **Invited Speaker**, *Risks to Girls Sexual Health: Sexual Bullying as an example*; Diversity Dialogues, Biological Sciences Division, University of Chicago, IL
- 2018 **Grand Rounds Speaker**, *Reproductive Health and Wellness in Adolescent Girls and Young Women*, Rush Department of Psychiatry, Chicago, IL
- 2017 **Panelist**, *Moving from Trauma-informed to Trauma-Responsive*, Ombudsman School, Chicago IL
- 2017 **Invited Panelist**, Center for the Study of Race, Politics and Culture and Office of Multicultural Student Affairs, University of Chicago, IL

## Media Contributions

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- 2023 Interview, New York Times Well Newsletter, [“It’s OK to Be a Summer Grinch”](#)
- 2023 Interview, Liberty Road, [“We’re All So ‘Busy’—but What Does that Mean?”](#)
- 2022 Expert commentary, WTTW, Chicago Tonight, [“After Highland Park Mass Shooting, ‘People are Feeling Lots of Different Things.’ Help Is Available, Clinicians Say”](#)

2021	Expert commentary, WTTW, Chicago Tonight, <a href="#">“How to Stay Informed and Avoid Burnout from 24-7 Media”</a>
2021	Expert commentary, <a href="#">A Man Named Scott</a> , Amazon Prime Documentary
2021	Expert contributor, Equity Matters, ACGME, <a href="#">“Trauma-Responsive Cultures: Creating the Container for Sustainable DEI Work”</a>
2021	Expert commentary, Unconditionally Worthy Podcast, <a href="#">“How Trauma Impacts our Self Worth”</a>
2021	Expert commentary, Frankly Podcast <a href="#">“Unpacking the Miseducation of Consent”</a> , Ci3
2019 - 2023	Expert commentary, <a href="#">Surviving R. Kelly (Parts I, II, &amp; III)</a> Lifetime Docuseries
2019 - 2022	Expert commentary, <i>Red Table Talk</i> , Facebook Watch
2018	Interview, Chicago Sun Times, <a href="#">“Calls to rape crisis hotlines increasing after Ford, Kavanaugh testify”</a>
2018	Interview, Chicago Tribune “Talking to your children about abortion”
2017	Radio panel for WVON radio, “Teen Dating Violence: Love Shouldn’t Hurt”

## Honors and Awards

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2020	Michael Reese Research and Education Foundation Lectureship Award; University of Chicago
2015	Teaching Faculty of the Year Award; Cook County-Loyola-Provident Family Medicine Residency Program (CCLP)
2014	Behavioral Science/Family Systems Educator Fellowship; Society of Teachers of Family Medicine (STFM)
2007	Doctoral Dissertation Award; University of Connecticut
2004-2008	Multicultural Fellowship; University of Connecticut
2004	Outstanding Student of Psychology Award; Connecticut Psychological Association
2002-2003	Diversity Initiative Scholarship; Connecticut Psychological Association

## Professional Affiliations and Activities

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### National Organizations

- American Psychological Association
- American Psychological Association (Division 35)
- Marcé of North America (MONA)

### Committee Membership & Leadership

2022-2023	Co-Chair APA Presidential Working Group on Belonging
2022-2023	Chair of Departmental Faculty Search Committee
2022-	Chair of Psychiatry Departmental Diversity, Equity, & Inclusion Committee
2017-2018	Committee Member Trauma Informed Curriculum Development
2016-2021	Committee Member of the Trauma Interest Work Group