

## **Nathaniel J. Williams, Ph.D., L.C.S.W.**

Boise State University  
School of Social Work  
1910 University Dr.  
Boise, ID 83725-1940

Phone: (208) 426-3145  
natewilliams@boisestate.edu

### **ACADEMIC POSITIONS**

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- 2026 – 2030      **Boise State University Foundation Board Endowed Professor of Health Sciences**, Boise State University, Boise, Idaho
- 2020 – present      **Associate Professor** (with tenure), School of Social Work, Boise State University, Boise, Idaho
- 2019 – present      **Research and Program Evaluation Coordinator**, Institute for the Study of Behavioral Health and Addiction, Boise State University, Boise, Idaho
- 2015 – 2020      **Assistant Professor**, School of Social Work, Boise State University, Boise, Idaho
- 2013 – 2015      **Research Assistant Professor**, Center for Behavioral Health Research, College of Social Work, University of Tennessee, Knoxville

### **EDUCATION**

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- 2015      **Doctor of Philosophy in Social Work (Ph.D.)**  
**Minor in Statistics**  
University of Tennessee, Knoxville  
Dissertation Chair: Charles Glisson, Ph.D.
- 2004      **Master of Social Work (M.S.W.)**  
Boise State University, Boise, Idaho
- 2002      **Bachelor of Arts in Social Science (B.A.)**  
Emphases: Psychology and Sociology  
Boise State University, Boise, Idaho

### **AREAS OF EXPERTISE**

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Implementation science  
Child and adolescent mental health services  
Organizational leadership, culture, and climate  
Multilevel study design and analysis  
Mechanisms of change

### **EXTRAMURAL RESEARCH FUNDING**

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- 2024-2028      *Testing the Efficacy of the Helping Educational Leaders Mobilize Evidence (HELM) Implementation Strategy (R305A240030)*  
U.S. Department of Education, Institute of Education Sciences (PI: Jill Locke)  
Boise State University (\$208,748 subaward with the University of Washington)  
Role: Co-I (Subaward PI)
- 2022-2026      *Idaho Youth Empowerment Services (YES) System-of-Care Quality Review (BC044900)*  
Idaho Department of Health and Welfare, Division of Behavioral Health (\$682,000)  
Boise State University  
Role: PI
- 2021-2026      *Validation of a Causal Model of Implementation (R01MH124897)*  
U.S. National Institute of Mental Health (NIMH) R01 (PI: Emily Becker-Haimes)  
Boise State University (\$168,084 subaward with the University of Pennsylvania)  
Role: Co-I (Subaward PI)
- 2021-2024      *Generating Accurate Estimates of Required Sample Size for Multilevel Implementation Studies in Mental Health (R21MH126076)*  
U.S. National Institute of Mental Health R21 (\$421,000)  
Boise State University  
Role: PI
- 2021-2024      *Enhancing Routine Clinical Supervision to Improve MBC Fidelity and Clinical Outcomes (R01MH119127-02S1)*  
U.S. National Institute of Mental Health R01 Administrative Supplement to Promote Diversity in Health-Related Research (\$272,000)  
Boise State University  
Role: PI (Sponsoring Mimi Choy-Brown)
- 2021              *Idaho Child Welfare Needs Assessment and Gaps Analysis (KC286100)*  
Idaho Department of Health and Welfare, Division of Family and Community Services (\$78,000)  
Boise State University  
Role: MPI (with James Beauchemin)
- 2019-2024      *Randomized Trial of a Leadership and Organizational Change Strategy to Improve the Implementation and Sustainment of Digital Measurement-based Care in Youth Mental Health Services (R01MH119127)*  
U.S. National Institute of Mental Health R01 (\$2,478,000)  
Boise State University

Role: PI

2018-2022 *Evaluation of the Idaho Youth Empowerment Services (YES) System-of-Care Implementation (BC029000)*  
Idaho Department of Health and Welfare, Division of Behavioral Health (\$318,363)  
Boise State University  
Role: PI

2017-2021 *Transforming Mental Health Care Delivery through Behavioral Economics and Implementation Science (P50MH113840)*  
U.S. National Institute of Mental Health P50 ALACRITY Center (MPIs: Rinad Beidas, David Mandell, Kevin Volpp)  
Boise State University (\$160,422 subaward with the University of Pennsylvania)  
Roles: Co-Director (Methods Core); Co-Director (Major Project) (Subaward PI)

2017 *Idaho Workforce Development Plan for Children's Mental Health (BC025900)*  
Idaho Department of Health and Welfare, Division of Behavioral Health (\$111,449)  
Boise State University  
Role: PI

2015 – 2016 *Children's Mental Health Reform Project: Forecasting Mental Health Service Utilization in Idaho (BC023000)*  
Idaho Department of Health and Welfare, Division of Behavioral Health (\$26,000)  
Boise State University  
Role: PI

#### **EXTRAMURAL RESEARCH CONSULTING**

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2025-2030 *Coaching and Leadership in Autism Support Settings (R01MH135924)*  
U.S. National Institute of Mental Health R01 (PI: Jill Locke)  
Role: Consultant

2022-2027 *Improving Organizational Social Context to Address Structural Racism and Discrimination: A Randomized Trial to Reduce Disparities in Viral Suppression and Retention in HIV Care (R01NR020764)*  
U.S. National Institute of Nursing Research R01 (PI: Florence Momplaisir)  
Role: Consultant

- 2021-2026 *Development and Clinical Interpretation of Machine Learning Emergency Department Suicide Prevention Algorithms Using Electronic Health Records and Claims (R01MH126895)*  
U.S. National Institute of Mental Health R01 (PI: Steven Marcus)  
Role: Consultant
- 2021-2026 *Eliminating Monitor Overuse (EMO) Hybrid Effectiveness-Deimplementation Trial (U01HL159880)*  
U.S. National Heart, Lung, and Blood Institute U01 (PI: Christopher Bonafide)  
Role: Consultant
- 2020-2025 *A Comparative Effectiveness Trial of Strategies to Implement Firearm Safety Promotion as a Universal Suicide Prevention Strategy in Pediatric Primary Care (R01MH123491)*  
U.S. National Institute of Mental Health R01 (PI: Rinad Beidas)  
Role: Consultant
- 2019-2022 *Advancing Mechanisms of Implementation to Accelerate Sustainable Evidence-Based Practice Integration (R13HS025632)*  
U.S. Agency for Healthcare Research and Quality R13 (PI: Cara Lewis)  
Role: Consultant

#### **PEER-REVIEWED JOURNAL ARTICLES**

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- Schmutte, T., Marcus, S. C., Xie, M., Cullen, S. W., Liu, T., Ungar, L. H., Cardamone, N., **Williams, N. J.**, & Olfson, M. (in press). Comparing patterns of recent mental health service use for predicting suicidal events following emergency department mental health visits in the United States: A national cohort study. *Social Psychiatry and Psychiatric Epidemiology*.
- Ehrhart, M. G., **Williams, N. J.**, Sklar, M., Vega, N. R., Kandah, A., & Aarons, G. A. (in press). Validation of the extended version of the Implementation Leadership Scale (ILS-X). *Implementation Science Communications*.
- Liang, A., Preacher, K. J., **Williams, N. J.**, Allison, P. D., Marcus, S. C., & Sterba, S. K. (in press). Determining the power of a 1-sided z-test given only the power of the corresponding 2-sided test. *Journal of Behavioral Medicine*.
- Choy-Brown, M., Carlson, W., **Williams, N. J.**, Studer, L., & Digari, S. (2025). Keeping our ACT team together: Supervisory strategies to promote workforce retention. *Administration and Policy in Mental Health and Mental Health Services Research*. <https://doi.org/10.1007/s10488-025-01458-7>
- Marcus, S. M., Cullen, S. W., Schmutte, T., Xie, M., Liu, T., Unger, L., Cardamone, N., **Williams, N. J.**, Olfson, M. (2025). A cohort study of predictors of short-term non-fatal suicidal and self-harm events among individuals with mental health disorders treated in

the emergency department. *Journal of Psychiatric Research*, 186, 458-468.  
<https://doi.org/10.1016/j.jpsychires.2025.04.035>

**Williams, N. J.**, Gomes, A. E., Vega, N. R., Esp, S., Choy-Brown, M., & Beidas, R. S. (2025). A multilevel framework for recruitment and retention in implementation trials: An illustrative example. *Clinical Trials*, 22 (3), 325-341.  
<https://doi.org/10.1177/17407745241307948>

Locke, J., **Williams, N. J.**, Sridhar, A., Ehrhart, M. G., Dopp, A., Thirion, M., Espeland, C., Riddle, B., Schmitz, K., Hatch, K., Buehler, L., & Lyon, A. R. (2025). Study protocol for testing the efficacy of the Helping Educational Leaders Mobilize Evidence (HELM) implementation strategy in elementary schools: A hybrid type 3 effectiveness-implementation randomized controlled trial. *Implementation Science*, 20(17) 1-12. <https://doi.org/10.1186/s13012-025-01429-4>

**Williams, N. J.**, Aarons, G. A., Ehrhart, M. G., Esp, S., Vega, N. R., Sklar, M., Carandang, K., Brookman-Fraee, L., & Marcus, S. C. (2025). Effects of an organizational implementation strategy on sustainment of measurement-based care in community mental health. *Psychiatric Services*, 76(4), 358-365. <https://doi.org/10.1176/appi.ps.202403>

Cardamone, N. C., Olfson, M., Schmutte, T., Ungar, L., Liu, T., Cullen, S., **Williams, N. J.**, & Marcus, S. C. (2025). Classifying unstructured text in electronic health records for mental health prediction models: Large language model evaluation study. *JMIR Medical Informatics*, 13:e65454. <https://doi.org/10.2196/65454>

Beidas, R. S., Linn, K. A., Boggs, J. M., Marcus, S. C., Hoskins, K., Jager-Hyman, S., Johnson, C., Maye, M., Quintana, L. Wolk, C. B., Wright, L., Pappas, C., Beck, A., Bedjeti, K., Bottenheim, A., Daley, M., Elias, M., Lyons, J., Martin, M. L., McArdle, B., Ritzwoller, D., Small, D., **Williams, N. J.**, Zhang, S., Ahmedani, B. (2024). Implementation of a secure firearm storage program in pediatric primary care: A cluster randomized trial. *JAMA Pediatrics*, 178(11), 1104-1113. <https://doi.org/10.1001/jamapediatrics.2024.3274>

**Williams, N. J.**, Cardamone, N. C., Beidas, R. S., & Marcus, S. C. (2024). Calculating power for multilevel implementation trials in behavioral health: Meaningful effect sizes, intraclass correlation coefficients, and proportions of variance explained by covariates. *Implementation Research and Practice*, 5, 1-20.  
<https://doi.org/10.1177/263348952412791>

**Williams, N. J.**, Ehrhart, M. G., Aarons, G. A., Esp, S., Sklar, M., Carandang, K., Vega, N. R., Brookman-Fraee, L., & Marcus, S. C. (2024). Improving measurement-based care implementation in youth mental health through organizational leadership and climate: A mechanistic analysis within a randomized trial. *Implementation Science*, 19(29), 1-16.  
<https://doi.org/10.1186/s13012-024-01356-w>

**Williams, N. J.**, Marcus, S. C., Ehrhart, M. G., Sklar, M., Esp, S., Carandang, K., Vega, N. R., Gomes, A., Brookman-Fraee, L., Aarons, G. A. (2024). Randomized trial of an

- organizational implementation strategy to improve measurement-based care fidelity and youth outcomes in community mental health. *Journal of the American Academy of Child and Adolescent Psychiatry*, 63(10), 991-1004. <https://doi.org/10.1016/j.jaac.2023.11.010>
- Lewis, C. C., Frank, H. E., Cruden, G., Kim, B., Stahmer, A. C., Lyon, A. R., Albers, B., Aarons, G. A., Beidas, R. S., Mittman, B. S., Weiner, B. J., **Williams, N. J.**, Powell, B. J., & MNoE Group. (2024). A research agenda to advance the study of implementation mechanisms. *Implementation Science Communications*, 5(98), 1-25. <https://doi.org/10.1186/s43058-024-00633-5>
- Sklar, M., Ehrhart, M. G., Ramirez, N., Carandang, K., Kuhn, N., Day, A., Aarons, G. A., & **Williams, N. J.** (2024). Implementation leadership and implementation climate in context: A single organization intrinsic case study for implementation of digital measurement-based care. *Implementation Research and Practice*, 5, 1-14. <https://doi.org/10.1177/26334895241236680>
- Lengnick-Hall, R. †, **Williams, N. J.** †, Ehrhart, M., Willging, C., Bunger, A., Beidas, R., & Aarons, G. (2023). Eight characteristics of rigorous multilevel implementation research: A step-by-step guide. *Implementation Science*, 18(52), 1-16. <https://doi.org/10.1186/s13012-023-01302-2>  
 †Contributed equally
- Xiao, R., Bonafide, C. P., **Williams, N. J.**, Cidav, Z., Landrigan, C. P., Faerber, J., Makeneni, S., Wolk, C. B., Schondelmeyer, A. C., Brady, P. W., Beidas, R. S., Schisterman, E. F. (2023). Eliminating monitor overuse (EMO) type III effectiveness-deimplementation cluster-randomized trial: Statistical analysis plan. *Contemporary Clinical Trials Communications*, 36, 1-6. <https://doi.org/10.1016/j.conctc.2023.101219>
- Williams, N. J.**, Russo, J. Vredevoogd, M., Grover, T., Green, P., Proctor, E., Bhat, A., Unützer, J., & Bennett, I. M. (2023). Association of organizational culture and climate with variation in the clinical outcomes of collaborative care for maternal depression in community health centers. *Implementation Research and Practice*, 4, 1-14. <https://doi.org/10.1177/26334895231205>
- Williams, N. J.**, Beauchemin, J., Griffis, J., & Marcus, S. C. (2023). Disparities in youth and family experiences of system-of-care principles by level of youth need. *Community Mental Health Journal*, 59, 1388-1400. <https://doi.org/10.1007/s10597-023-01126-w>
- Choy-Brown, M., **Williams, N. J.**, Ramirez, N., & Esp, S. (2023). Psychometric evaluation of a pragmatic measure of clinical supervision as an implementation strategy. *Implementation Science Communications*, 4(39), 1-14. <https://doi.org/10.1186/s43058-023-00419-1>
- Becker-Haimes, E. M., Marcus, S. M., Klein, M. R., Schoenwald, S. K., Fugo, P. B., McLeod, B. D., Dorsey, S., **Williams, N. J.**, Mandell, D. S., & Beidas, R. S. (2022). A randomized trial to identify accurate measurement methods for adherence to cognitive-behavioral therapy. *Behavior Therapy*, 53, 1191-1204. <https://doi.org/10.1016/j.beth.2022.06.001>

- Bonafide C. P., Xiao, R., Schondelmeyer, A. C., Pettit, A. R., Brady, P. W., Landrigan, C. P., Wolk, C. B., Cidav, Z., Ruppel, H., Muthu, N., **Williams, N. J.**, Schisterman, E., Brent, C. R., Albanowski, K., & Beidas, R. S. for the Pediatric Research in Inpatient Settings (PRIS) Network. (2022). Sustainable deimplementation of continuous pulse oximetry monitoring in children hospitalized with bronchiolitis: Study protocol for the Eliminating Monitor Overuse (EMO) type III effectiveness-deimplementation cluster-randomized trial. *Implementation Science*, *17*(72), 1-15. <https://doi.org/10.1186/s13012-022-01246-z>
- Candon, M., **Williams, N. J.**, Zentgraf, K., Buttenheim, A., Bewtra, M., Beidas, R. S., & Stewart, R. E. (2022). Variation in stakeholder preferences for implementing evidence-based practices in behavioral health care. *Psychiatric Services*, *73*, 1270-1273. <https://doi.org/10.1176/appi.ps.202100453>
- Williams, N. J.**, Preacher, K. J., Allison, P. D., Mandell, D. S., & Marcus, S. C. (2022). Required sample size to detect mediation in 3-level implementation studies. *Implementation Science*, *17*(66), 1-13. <https://doi.org/10.1186/s13012-022-01235-2>
- Williams, N. J.**, Ramirez, N., Esp, S., Watts, A., & Marcus, S. C. (2022). Organization-level variation in therapists' attitudes toward and use of measurement-based care. *Administration and Policy in Mental Health and Mental Health Services Research*, *49*, 927-942. <https://doi.org/10.1007/s10488-022-01206-1>
- Choy-Brown, M., Baslock, D., Cable, C., Marsalis, S., & **Williams, N. J.** (2022). In search of the common elements of clinical supervision: A systematic review. *Administration and Policy in Mental Health and Mental Health Services Research*, *49*, 623-643. <https://doi.org/10.1007/s10488-022-01188-0>
- Williams, N. J.**, Becker-Haimes, E. M., Schriger, S., Beidas, R. S. (2022). Linking organizational climate for evidence-based practice implementation to observed clinician behavior in patient encounters: a lagged analysis. *Implementation Science Communications*, *3*(64), 1-14. <https://doi.org/10.1186/s43058-022-00309-y>
- Williams, N. J.**, Hugh, M. L., Cooney, D. J., Worley, J., & Locke, J. (2022). Testing a theory of implementation leadership and climate across autism evidence-based interventions of varying complexity. *Behavior Therapy*, *53*(5), 900-912. <https://doi.org/10.1016/j.beth.2022.03.001>
- Barbieri, J. S., Beidas, R. S., Gondo, G. C., Fishman, J., **Williams, N. J.**, Armstrong, A. W., Ogdie, A. R., Mehta, N., & Gelfand, J. M. (2022). Analysis of specialist and patient perspectives on strategies to improve cardiovascular disease prevention among persons with psoriatic disease. *JAMA Dermatology*, *158*(3), 252-259. <https://doi.org/10.1001/jamadermatol.2021.4467>
- Williams, N. J.**, Beauchemin, J., Giuntini, G., Griffis, J., & Mo, Y. (2022). Psychometric evaluation of a pragmatic measure for assessing adherence to System of Care principles

- in behavioral health service interactions. *Journal of Emotional and Behavioral Disorders*, 30(3), 221-234. <https://doi.org/10.1177/10634266211028204>
- Becker-Haimes, E. M., Mandell, D. S., Fishman, J., **Williams, N. J.**, Wolk, C. B., Wislocki, K., Reich, D., Schaechter, T., Brady, M., Maples, N. J., & Creed, T. A. (2021). Assessing Causal Pathways and Targets of Implementation Variability for EBP use (Project ACTIVE): A Study Protocol. *Implementation Science Communications*, 2(1), 1-13. <https://doi.org/10.1186/s43058-021-00245-3>
- Beidas, R., Ahmedani, B., Linn, K., Marcus, S., Johnson, C., Maye, M., Westphal, J., Wright, L., Beck, A., Bутtenheim, A., Daley, M., Davis, M., Elias, M., Jager-Hyman, S., Hoskins, K., Lieberman, A., McArdle, B., Ritzwoller, D., Small, D., Wolk, C., **Williams, N.**, and Boggs, J. (2021). Study protocol for a Type III hybrid effectiveness-implementation trial of strategies to implement firearm safety promotion as a universal suicide prevention strategy in pediatric primary care. *Implementation Science*, 16(1), 1-16. <https://doi.org/10.1186/s13012-021-01154-8>
- Lewis, C. C., Powell, B. J., Brewer, S. K., Nguyen, A. M., Schriger, S. H., Vejnaska, S. F., Walsh-Bailey, C., Aarons, G. A., Beidas, R. S., Lyon, A. R., Weiner, B. J., **Williams, N. J.**, & Mittman, B. (2021). Advancing mechanisms of implementation to accelerate sustainable evidence-based practice integration: Protocol for generating a research agenda. *BMJ Open*, 11(10), e053474. <https://doi.org/10.1136/bmjopen-2021-053474>
- Maxwell, C.A., Ehrhart, M.G., **Williams, N.J.**, Moore, T.M., Kendall, P.C., & Beidas, R.S. (2021). The organizational financial context of publicly-funded mental health clinics: Development and preliminary psychometric evaluation of the Agency Financial Status Scales. *Administration and Policy in Mental Health and Mental Health Services Research*, 48(5), 780-792. <https://doi.org/10.1007/s10488-021-01128-4>
- Stanhope, V., Choy-Brown, M., **Williams, N. J.**, & Marcus, S. (2021). Implementing person centered care planning: A randomized controlled trial. *Psychiatric Services*, 72, 641-646. <https://doi.org/10.1176/appi.ps.202000361>
- Williams, N. J.**, Candon, M., Stewart, R. E., Byeon, V., Bewtra, M., Bутtenheim, A., Zentgraf, K., Comeau, C., Shoyinka, S., & Beidas, R. S. (2021). Community stakeholder preferences for evidence-based practice implementation strategies in behavioral health: A best-worst scaling choice experiment. *BMC Psychiatry*, 21(74), 1-12. <https://doi.org/10.1186/s12888-021-03072-x>
- Williams, N. J.**, Frederick, L., Ching, A., Mandell, D., Kang-Yi, C., & Locke, J. (2021). Embedding school cultures and climates that promote evidence-based practice implementation for youth with autism: A qualitative study. *Autism*, 25(4), 982-994. <https://doi.org/10.1177/1362361320974509>
- Stewart, R. E., Beidas, R. S., Last, B. S., Hoskins, K., Byeon, Y. V., **Williams, N. J.**, & Bутtenheim, A. M. (2021). Applying NUDGE to inform design of EBP implementation

strategies in community mental health settings. *Administration and Policy in Mental Health and Mental Health Services Research*, 48, 131-142.  
<https://doi.org/10.1007/s10488-020-01052-z>

Becker-Haimes, E. M., Byeon, V., Frank, H. E., **Williams, N. J.**, Kratz, H. E., & Beidas, R. S. (2020). Identifying the organizational innovation-specific capacity needed for exposure therapy. *Depression and Anxiety*, 37(10), 1007-1016. <https://doi.org/10.1002/da.23035>

Choy-Brown, M., Stanhope, V., **Williams, N. J.**, & Bond, L. (2020) Delivering person-centered care in community mental health programs. *Research on Social Work Practice*, 30, 907-917. <https://doi.org/10.1177/104973152094>

Pellecchia, M., Beidas, R. S., Lawson, G., **Williams, N. J.**, Seidman, M., Kimberly, J., Cannuscio, C. C., & Mandell, D. S. (2020). Does implementing a new intervention disrupt use of existing evidence-based autism interventions? *Autism*, 24(7), 1713-1725. <https://doi.org/10.1177/1362361320919248>

**Williams, N. J.**, Benjamin-Wolk, C., Becker-Haimes, E. M., & Beidas, R. S. (2020). Testing a theory of strategic implementation leadership, implementation climate, and clinicians' use of evidence-based practice: A 5-year panel analysis. *Implementation Science*, 15(1), 1-15. <https://doi.org/10.1186/s13012-020-0970-7>

Becker-Haimes, E. M., **Williams, N. J.**, Okamura, K. H., & Beidas, R. S. (2019). Interactions between clinician and organizational characteristics to predict cognitive-behavioral and psychodynamic therapy use. *Administration and Policy in Mental Health and Mental Health Services Research*, 46, 701-712. <https://doi.org/10.1007/s10488-019-00959-6>

Beidas, R. S., **Williams, N. J.**, Becker-Haimes, E., Aarons, G. A., Barg, F., Evans, A., Hadley, T., Hoagwood, K., Marcus, S. C., Neimark, G., Rubin, R., Schoenwald, S., Adams, D., Walsh, L., Zentgraf, K., & Mandell, D. S. (2019). A repeated cross-sectional study of clinicians' use of psychotherapy techniques during 5 years of a system-wide effort to implement evidence-based practices in Philadelphia. *Implementation Science*, 14(1), 1-13. <https://doi.org/10.1186/s13012-019-0912-4>

Adams, D. R., **Williams, N. J.**, Becker-Haimes, E. M., Skriner, L., Shaffer, L., DeWitt, K., Neimark, G., Jones, D. T., Beidas, R. S. (2019). Therapist financial strain and turnover: Interactions with system-level implementation of evidence-based practices. *Administration and Policy in Mental Health and Mental Health Services Research*, 46, 713-723. <https://doi.org/10.1007/s10488-019-00949-8>

Stewart, R. E., **Williams, N. J.**, Byeon, Y. V., Bottenheim, A., Sridharan, S., Zentgraf, K., Jones, D. T., Hoskins, K., Candon, M., & Beidas, R. S. (2019). The clinician crowdsourcing challenge: Using participatory design to seed implementation strategies. *Implementation Science*, 14(1), 1-8. <https://doi.org/10.1186/s13012-019-0914-2>

- Williams, N. J., & Beidas, R. S.** (2019). Annual research review: The state of implementation science in child psychology and psychiatry: A review and suggestions to advance the field. *Journal of Child Psychology and Psychiatry*, *60*(4), 430-450. <https://doi.org/10.1111/jcpp.12960>
- Williams, N. J., Frank, H. E., Fredrick, L., Beidas, R. S., Mandell, D. S., Aarons, G. A., Green, P., & Locke, J.** (2019). Organizational culture and climate profiles: Relationships with fidelity to three evidence-based practices for autism in elementary schools. *Implementation Science*, *14*(1), 1-14. <https://doi.org/10.1186/s13012-019-0863-9>
- Powell, B. J., Fernandez, M. E., **Williams, N. J.**, Aarons, G. A., Beidas, R. S., Lewis, C. C., McHugh, S. M., & Weiner, B. J. (2019). Enhancing the impact of implementation strategies in healthcare: A research agenda. *Frontiers in Public Health*, *7*, 1-9. <https://doi.org/10.3389/fpubh.2019.00003>
- Beidas, R. S., Volpp, K., Buttenheim, A., Marcus, S., Olfson, M., Pellecchia, M., Stewart, R., **Williams, N.**, Becker-Haimes, E., Candon, M., Cidav, Z., Fishman, J., Lieberman, A., Zentgraf, K., & Mandell, D. (2019). Transforming mental health delivery through behavioral economics and implementation science: Protocol for three exploratory projects. *JMIR Research Protocols*, *8*(2) e12121. <https://doi.org/10.2196/12121>
- Williams, N. J., & Beidas, R. S.** (2018). Navigating the storm: How proficient organizational culture promotes clinician retention in the shift to evidence-based practice. *PLoS ONE* *13*(12): e0209745. <https://doi.org/10.1371/journal.pone.0209745>
- Williams, N. J., Ehrhart, M. G., Aarons, G. A., Marcus, S. C., & Beidas, R. S.** (2018). Linking molar organizational climate and strategic implementation climate to clinicians' use of evidence-based psychotherapy techniques: Cross-sectional and lagged analyses from a two-year observational study. *Implementation Science*, *13*(1), 1-13. <https://doi.org/10.1186/s13012-018-0781-2>
- Williams, N. J., Scott, L., & Aarons, G. A.** (2018). Prevalence of serious emotional disturbance among US children: A meta-analysis. *Psychiatric Services*, *69*, 32-40. <https://doi.org/10.1176/appi.ps.201700145>
- Beidas, R. S., Becker-Haimes, E. M., Adams, D. R., Skriner, L., Stewart, R. E., Wolk, C. B., Buttenheim, A. M., **Williams, N. J.**, Inacker, P., Richey, E., & Marcus, S. C. (2017). Feasibility and acceptability of two incentive-based implementation strategies for mental health therapists implementing cognitive-behavioral therapy: a pilot study to inform a randomized controlled trial. *Implementation Science*, *12*(1):1-13. <https://doi.org/10.1186/s13012-017-0684-7>
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## **BOOK CHAPTERS**

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**Williams, N. J.**, Smith, J. D., Landes, S. J., & Curran, G. M. (forthcoming). Effectiveness-implementation hybrid studies to speed the translation of complex health interventions into practice. In L. Wallin & C. Estabrooks (Eds.), *Complex Interventions in Health: An Overview of Research Methods*. New York: Routledge.

**Williams, N. J.**, & Glisson, C. (2020). Changing organizational social context to support evidence-based practice implementation: A conceptual and empirical review. In B. Albers, A. Shlonsky, & R. Mildon (Eds.), *Implementation Science 3.0*. (pp. 145-172). New York: Springer. [https://doi.org/10.1007/978-3-030-03874-8\\_6](https://doi.org/10.1007/978-3-030-03874-8_6)

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## **TECHNICAL REPORTS**

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## **PEER-REVIEWED CONFERENCE PODIUM PRESENTATIONS**

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Choy-Brown, M., **Williams, N. J.**, & Vega, N. (2026, January). Supervisor perspectives on the appeal, ease, and usefulness of evidence-based clinical supervision strategies in community mental health care [Accepted oral presentation]. 30<sup>th</sup> Annual Conference of the Society for Social Work Research, Washington, D.C., United States.

Aarons, G. A., Egeland, K., Skar, A-M., Ehrhart, M., Sklar, M., **Williams, N. J.**, Brookman-Fraze, L., & Stahmer, A. (2025, December). Five randomized trials support the effectiveness of the Leadership and Organizational Change for Implementation (LOCI) strategy in diverse national and international contexts [Oral presentation]. 18th Annual Conference on the Science of Dissemination and Implementation, National Harbor, MD, USA.

Aarons, G., Egeland, K., Skar, A-M. S., Ehrhart, M., Sklar, M., **Williams, N.**, Brookman-Fraze, L., & Stahmer, A. (2025, June). Five randomized trials support the effectiveness of the Leadership and Organizational Change for Implementation (LOCI) strategy in diverse contexts [Oral presentation]. European Implementation Event 2025, hosted by the European Implementation Collaborative, Newcastle upon Tyne, United Kingdom.

Choy-Brown, M., Carlson, W., **Williams, N.**, Studer, L., & Digari, S. (2025, June). Keeping our ACT Team Together: Team Leader Strategies to Fortify Resilience [Oral presentation]. 7<sup>th</sup> European Conference on Integrated Care and Assertive Outreach, Copenhagen, Denmark.

**Williams, N. J.**, Ehrhart, M., Aarons, G., Sklar, M., Brookman-Fraze, L., Vega, N., & Marcus, S., (2024, December). Speeding the integration of digital health technologies into mental health services for youth: Effects of an organizational implementation strategy on sustainment in the WISDOM trial [Oral presentation]. 17<sup>th</sup> Annual Conference on the Science of Dissemination and Implementation in Health, Arlington, VA, United States.

**Williams, N. J.**, Waller, C., Boggs, J. M., Linn, K., Ahmedani, B., Bedjeti, K., Jager-Hyman, S., Johnson, C., Marcus, S., Maye, M., Pandey, M., Pappas, C., Wolk, C. B., Wright, L., & Beidas, R. S. (2024, December). Elucidating how external facilitation worked in a large-scale implementation of an evidence-based secure firearm storage program in pediatric primary care: A mechanistic analysis of the ASPIRE trial [Oral presentation]. 17<sup>th</sup> Annual Conference on the Science of Dissemination and Implementation in Health, Arlington, VA, United States.

**Williams, N. J.** [Chair]. (2024, September). *How the Leadership and Organizational Change for Implementation (LOCI) strategy inspires and collaborates with leaders for success: LOCI outcomes and adaptations across care contexts and continents* [Symposium].

7th Biennial Meeting of the Society for Implementation Research Collaboration, Denver, CO, United States.

†Winner of the *2024 SIRC Outstanding Symposium Award*

**Williams, N. J.**, Ehrhart, M. G., Vega, N. V., Aarons, G. A., & Marcus, S. M. (2024, September). Effects of the Leadership and Organizational Change for Implementation strategy on digital measurement-based care implementation in youth mental health: Results from the WISDOM trial. [Oral presentation]. 7th Biennial Meeting of the Society for Implementation Research Collaboration, Denver, CO, United States.

Waller, C., Pandey, M., Boggs, J., Hoskins, K., Jager-Hyman, K., Johnson, C., Maye, M., Quintana, L., Wolk, C., Wright, L., Pappas, C., Beck, A., Bутtenheim, A., Daley, M., Ritzwoller, D., **Williams, N.**, Ahmedani, B., Beidas, R. (2024, September). A qualitative analysis of how two implementation strategies in a hybrid effectiveness-implementation trial supported implementation of a secure firearm storage program [Oral presentation]. 7<sup>th</sup> Biennial Meeting of the Society for Implementation Research Collaboration, Denver, CO, United States.

**Williams, N. J.**, Esp, S., Vega, N., Wilson, A., Sklar, M., Carandang, K., Choy-Brown, M., Ehrhart, M. G., & Marcus, S. C. (2024, January). Creating organizational climates to support implementation of evidence-based practices for vulnerable populations: Results from the WISDOM hybrid type III effectiveness-implementation trial [Oral presentation]. 28<sup>th</sup> Annual Conference of the Society for Social Work and Research, Washington, D.C., USA.

Choy-Brown, M., Carlson, W., **Williams, N.**, Studer, L., & Digari, S. (2024, January). Keeping our ACT together: The role of evidence-based supervision strategies in promoting a resilient Assertive Community Treatment workforce [Oral presentation]. 28th Annual Conference of the Society for Social Work and Research, Washington D.C., USA.

**Williams, N.**, Marcus, S., Ehrhart, M., Vega, N., Carandang, K., Sklar, M., Esp, S., Brookman-Fraze, L., Gomes, A., Choy-Brown, M., & Aarons, G. (2023, June). Effects of an organizational leadership and climate strategy on implementation and clinical outcomes of digital measurement-based care in youth mental health services: a hybrid type III effectiveness-implementation trial [Oral presentation]. European Implementation Event 2023, hosted by the European Implementation Collaborative, Basel, Switzerland.

Choy-Brown, M., **Williams, N. J.**, Ramirez, N., Wilson, A., & Esp, S. (2023, January). Harnessing implementation science methods to embed organizational climates for change [Oral presentation]. 27<sup>th</sup> Annual Conference of the Society for Social Work and Research, Phoenix, AZ, USA.

**Williams, N. J.**, Marcus, S. C., Ehrhart, M., Ramirez, N., Carandang, K., Sklar, M., Brookman-Fraze, L., Esp, S., Wilson, A., & Aarons, G. (2022, December). Effects of the Leadership and Organizational Change for Implementation (LOCI) strategy on the implementation of digital measurement-based care in mental health clinics serving youth:

A mechanistic analysis within a cluster RCT [Oral presentation]. 15<sup>th</sup> Annual Conference on the Science of Dissemination and Implementation in Health, Washington, D.C., USA.

**Williams, N. J.** (2022, September). Advancing implementation science in mental health: Themes & questions from the TEAMS trial [Discussant]. In *Utilizing the TEAMS Implementation-Effectiveness Trial to Assess the Joint Impact of Multilevel Implementation Strategies and Implementation Context on Autism EBI Implementation Outcomes in Schools and Child Mental Health Services* [Symposium]. Chairs: L. Brookman-Frazee & A. Stahmer. 6<sup>th</sup> Biennial Meeting of the Society for Implementation Research Collaboration, San Diego, CA, USA.

**Williams, N. J.**, Becker-Haimes, E. M., Schriger, S. H., & Beidas, R. S. (2022, September). Association of organizational climate for evidence-based practice implementation with clinician fidelity to cognitive-behavioral therapy: A lagged analysis [Oral presentation]. 6<sup>th</sup> Biennial Meeting of the Society for Implementation Research Collaboration, San Diego, CA, USA.

Sklar, M., Ehrhart, M. G., Ramirez, N., & **Williams, N. J.** (2022, September). Using the Leadership and Organizational Change for Implementation (LOCI) strategy to implement digital measurement-based care in youth behavioral health services: An intrinsic case study [Oral presentation]. 6<sup>th</sup> Biennial Meeting of the Society for Implementation Research Collaboration, San Diego, CA, USA.

Ehrhart, M. G., Lengnick-Hall, R., **Williams, N. J.**, Willging, C. E., Bunger, A. C., Beidas, R. S., & Aarons, G. A. (2022, September). Recommendations for conducting rigorous multilevel implementation research with organizations [Oral presentation]. 6<sup>th</sup> Biennial Meeting of the Society for Implementation Research Collaboration, San Diego, CA, USA.

**Williams, N. J.**, Esp, S., Ramirez, N., Carandang, K., Sklar, M., Ehrhart, M. G., Brookman-Frazee, L., Wilson, A., Marcus, S. C., & Aarons, G. A. (2022, August). Effects of the Leadership and Organizational Change for Implementation strategy on determinants of implementation for digital measurement-based care (Project WISDOM) [Oral presentation]. 25<sup>th</sup> NIMH Conference on Mental Health Services Research, Washington, D.C., USA.

Choy-Brown, M., Ramirez, N., Esp, S., & **Williams, N.** (December, 2020). Developing a pragmatic measure of clinical supervision techniques that support evidence-based practice implementation: The Evidence-based clinical supervision strategy scale [Oral presentation]. 13th Annual Conference on the Science of Dissemination and Implementation in Health [convened virtually due to COVID-19 pandemic].

Bennett, I., Vredevoogd, M., Russo, J., Grover, T., & **Williams, N.** (November, 2020). Organizational culture and climate of community health centers and variation in maternal depression outcomes [Oral presentation]. 48<sup>th</sup> Annual Meeting of the North American

Primary Care Research Group (NAPCRG) [convened virtually due to COVID-19 pandemic].

Stewart, B.E., Comeau, C., **Williams, N. J.**, Beidas, R. S. (November, 2020). Challenging threats to and identifying rewards for EBP delivery in publicly funded behavioral health systems [Oral presentation]. 54th annual meeting of the Association for Behavioral and Cognitive Therapies, [convened virtually due to COVID-19 pandemic].

Stanhope, V., Choy-Brown, M., **Williams, N.**, & Marcus, S. (January, 2020). Delivering person-centered care in community mental health clinics: Results from a multi-site RCT [Oral Presentation]. 24<sup>th</sup> Annual Conference of the Society for Social Work and Research, Washington D.C., USA.

Beidas, R. S., **Williams, N. J.**, Powell, B., Mittman, B., Cruden, G., Schriger, S., Lengnick-Hall, R., & Haley, A. (September, 2019). What are the challenges of using theory to understand context and inform the study of implementation strategy, mechanism, and outcome linkages? [Oral Presentation]. 5th Biennial Meeting of the Society for Implementation Research Collaboration (SIRC), Seattle, WA, USA.

Beidas, R. S., **Williams, N. J.**, Stewart, R., Byeon, Y. V., Buitenheim, A. M. (September, 2019). Applying insights from participatory design to design implementation strategies [Oral Presentation]. 5th Biennial Meeting of the Society for Implementation Research Collaboration (SIRC), Seattle, WA, USA.

Beidas, R. S., Stewart, R. E., **Williams, N. J.**, & Buitenheim, A. M. (June, 2019) Innovative Methods to Design Implementation Strategies [Oral Presentation]. 2019 AcademyHealth Annual Research Meeting, Washington, D.C., USA.

Becker-Haimes, E. M., Frank, H. E., Byeon, V., **Williams, N. J.**, & Beidas, R. S. (March, 2019). Identifying Organizational Practices to Support Exposure Therapy in Community Settings [Oral Presentation]. In Bilek, E. (Chair). *The Most Evidence-Based, Yet the Least Used: Why clinicians avoid exposure therapy and what we can do about it*. Anxiety and Depression Association for America Annual Conference, Chicago, IL, USA.

Mandell, D., Pellecchia, M., Lawson, G., **Williams, N.**, Beidas, R. (December, 2018). A randomized trial of de-implementation in response to new technology: The TeachTown study [Oral Presentation]. 11<sup>th</sup> Annual Conference on the Science of Dissemination and Implementation in Health, Washington, D.C., USA.

Stewart, R. E., Beidas, R. S., Byeon, V., Zentgraf, K., Hoskins, K., **Williams, N.**, & Buitenheim, A. M. (December, 2018). How do clinicians want to be supported? Using participatory and behavioral design methods to design implementation strategies to facilitate evidence-based practices [Oral Presentation]. 11th Annual Conference on the Science of Dissemination and Implementation in Health, Washington, D.C., USA.

- Becker-Haimes, E. M., **Williams, N. J.**, & Beidas, R. S. (2018, November). Sustaining Cognitive Behavioral Therapy (CBT) in the Face of Turnover: A Longitudinal Examination of Turnover's Influence on CBT Use [Oral Presentation]. In Lau, A. (Chair). *Sustaining EBPs within large-scale implementation efforts in public mental health systems*. Association for Behavioral and Cognitive Therapies Annual Convention, Washington, DC, USA.
- Stewart, R. E., Bутtenheim, A., Candon, M., Sridharan, S., Byeon, V., Zentgraf, K., Hoskins, K., **Williams, N. J.**, & Beidas, R. S. (August, 2018). The clinician crowdsourcing challenge: Designing incentive-oriented implementation strategies in behavioral health through participatory design [Oral Presentation]. 24th Annual NIMH Mental Health Services Research Conference, Bethesda, Maryland, USA.
- Williams, N. J.**, & Marcus, S. (2017, December). Methodological challenges and innovations for testing integrated causal theory in implementation science [Oral Presentation]. In R. Beidas and J. Locke (Chairs), *Toward Causal Theory in Implementation Science: The next Frontier* [Symposium]. 10<sup>th</sup> Annual NIH/ AcademyHealth Conference on the Science of Dissemination and Implementation, Arlington, VA, USA.
- Beidas, R., Becker-Haimes, E., & **Williams, N. J.** (2017, December). Using psychological and organizational theories to predict implementation of evidence-based practice in community settings [Oral Presentation]. In R. Beidas and J. Locke (Chairs), *Toward Causal Theory in Implementation Science: The next Frontier* [Symposium]. 10<sup>th</sup> Annual NIH/ AcademyHealth Conference on the Science of Dissemination and Implementation, Arlington, VA, USA.
- Lewis, C., Chambers, D. & **Williams, N.** (2017, September). Setting the stage for understanding mechanisms of implementation [Opening plenary keynote]. 4th Biennial Meeting of the Society for Implementation Research Collaboration, Seattle, WA, USA.
- Becker-Haimes, E. M., **Williams, N. J.**, Cidav, Z., Rubin, R., & Beidas, R. S. (2017, September). Interactions between organizational and clinician constructs as predictors of therapist use of evidence-based and non-evidence-based practices [Oral Presentation]. In Park, A. L. (Chair), *Use of Evidence in Mental Health Treatment and Clinical Decision-Making* [Symposium]. 4th Biennial Meeting of the Society for Implementation Research Collaboration, Seattle, WA, USA.
- Ehrhart, M. G., **Williams, N. J.**, Aarons, G. A., Marcus, S., & Beidas, R. S. (2017, April). Cross-level molar and strategic climate predicting innovation implementation [Oral Presentation]. In A. M. Brawley, E. A., Burnett, & C. L. S. Pury (Chairs), *Multiple climates: Studying the gaps in-between* [Symposium]. 32nd annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL, USA.
- Bennett, I., Unutzer, J., Mao, J., Proctor, E., Vredevoogd, M., Chan, Y., **Williams, N. J.**, Green, P. (2015, December). Organizational and social context of federally qualified health centers and variation in maternal depression outcomes [Oral Presentation]. 8<sup>th</sup> Annual

NIH/ AcademyHealth Conference on the Science of Dissemination and Implementation in Health, Washington, D.C., USA.

Orme, J. G., & **Williams, N. J.** (2015, January). Teaching applied multilevel modeling [Oral Presentation]. 19<sup>th</sup> Annual Society for Social Work and Research Conference, New Orleans, LA, USA.

Orme, J. G., **Williams, N. J.**, & Roberson, P. (2014, October). Applied multilevel modeling [Oral Presentation]. 60<sup>th</sup> Annual Program Meeting of the Council on Social Work Education, Tampa, FL, USA.

Orme, J. G., Combs-Orme, T., & **Williams, N. J.** (2012, November). Using standardized scales to measure and monitor client progress [Oral Presentation]. 58<sup>th</sup> Annual Program Meeting of the Council on Social Work Education, Washington, D.C., USA.

**Williams, N. J.**, & Sherr, M. E. (2011, October). Expanding the vision: Skill-sets for implementing evidence-based practice in social work [Oral Presentation]. 57<sup>th</sup> Annual Program Meeting of the Council on Social Work Education, Atlanta, GA, USA.

#### **PEER-REVIEWED CONFERENCE POSTER PRESENTATIONS**

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Waller, C. R., **Williams, N. J.**, Reisinger, H. S., & Beidas, R. S. (2025, December). Wondering how to use mixed methods to elucidate implementation mechanisms? A step-by-step approach with illustrative case study. [Accepted Poster Presentation]. 18<sup>th</sup> Annual Conference on the Science of Dissemination and Implementation, National Harbor, MD, USA.

Ehrhart, M., **Williams, N.**, Sklar, M., Vega, N., Kandah, A. & Aarons, G. (2025, December). Validation of the extended version of the Implementation Leadership Scale (ILS-X). [Accepted Poster Presentation]. 18<sup>th</sup> Annual Conference on the Science of Dissemination and Implementation, National Harbor, MD, USA.

**Williams, N. J.**, Cardamone, N. C., & Marcus, S. M. (2024, September). Practical advice for determining sample size in multilevel implementation trials in mental health: Results from CASPER [Poster]. 7<sup>th</sup> Biennial Meeting of the Society for Implementation Research Collaboration, Denver, CO, USA.

†Selected as a finalist for the *2024 SIRC Outstanding Poster Award*

Pandey, M., Waller, C., Boggs, J., Hoskins, K., Jager-Hyman, S., Johnson, C., Maye, M., Quintana, L., Wolk, C., Wright, L., Pappas, C., Beck, A., Bутtenheim, A., Daley, M., Ritzwoller, D., **Williams, N. J.**, Ahmedani, B., Beidas, R. (2024, September). Factors influencing implementation of an evidence-based secure firearm storage program: Results from qualitative inquiry [Poster]. 7<sup>th</sup> Biennial Meeting of the Society for Implementation Research Collaboration, Denver, CO, USA.

Cardamone, N. C., **Williams, N. J.**, & Marcus, S. C. (2023, December). What ICC value should I use for my multilevel implementation trial power analysis? [Poster]. 16<sup>th</sup> Annual

Conference on the Science of Dissemination and Implementation in Health, Arlington, VA, USA.

Choy-Brown, M., Ramirez, N., **Williams, N. J.**, Wilson, A., & Esp, S. (2022, December). Equifinality in Building Organizational Climates for Effective Implementation: Examining Convergent Paths within a Randomized Trial [Poster]. 15<sup>th</sup> Annual Conference on the Science of Dissemination and Implementation in Health, Washington, D.C., USA.

Choy-Brown, M., **Williams, N.**, Ramirez, N., Wilson, A., & Esp, S. (2022, January). Advancing measurement of clinical supervision to support the implementation of evidence-informed practices [Poster]. 26th Annual Conference of the Society for Social Work and Research, Washington D.C., USA.

Choy-Brown, M., **Williams, N.**, Ramirez, N., Wilson, A., & Esp, S. (2021, July). Psychometric evaluation of a pragmatic scale of clinical supervision strategies to implement evidence-based practices [Poster]. 15th International Interdisciplinary Conference on Clinical Supervision, Washington D.C., USA.

**Williams, N.**, Esp, S., Aarons, G., Ehrhart, M., Ramirez, N., Sklar, M., Carandang, K., Brookman-Frazer, L., & Marcus, S. (December, 2020). Characterizing and explaining interorganizational variance in therapists' attitudes toward and use of measurement-based care [Poster]. 13th Annual Conference on the Science of Dissemination and Implementation in Health [convened virtually due to COVID-19 pandemic].

Maxwell, C.A., Ehrhart, M.G., **Williams, N.J.**, Moore, T.M., Kendall, P.C., Beidas, R.S. (November, 2020). The organizational financial context in publicly-funded mental health clinics: Development and preliminary psychometric evaluation of the Agency Financial Status Scales [Poster]. 54th annual meeting of the Association for Behavioral and Cognitive Therapies, [convened virtually due to COVID-19 pandemic].

Maxwell, C.A., Ehrhart, M.G., **Williams, N.J.**, Beidas, R.S. (September, 2019). Initial evaluation of the Agency Financial Status Scale: A measure of perceived financial status and financial climate in publicly-funded community mental health agencies [Poster]. 5th Biennial Meeting of the Society for Implementation Research Collaboration (SIRC), Seattle, WA, USA.

Byeon, Y. V., Stewart, R. E., Beidas, R. S., Last, B. S., Hoskins, K., **Williams, N. J.**, Battenheim, A. M. (September, 2019). Diagnosing behavioral barriers to therapists' use of evidence-based strategies in community mental health: New directions for implementation strategy design through applying insights from behavioral economics [Poster]. 5th Biennial Meeting of the Society for Implementation Research Collaboration (SIRC), Seattle, WA, USA.

Adams, D. R., **Williams, N. J.**, Becker-Haimes, E., Skriner, L., Shaffer, L., Dewitt, K., Evans, A. C., & Beidas, R. S. (2017, September). Feeling the pinch in community mental health:

How perceived financial strain in clinicians affects turnover [Poster]. 4th Biennial Meeting of the Society for Implementation Research Collaboration, Seattle, WA, USA.

Beidas, R., **Williams, N.**, Aarons, G., Ehrhart, M., & Marcus, S. (2016, December). Testing a theoretical model of the effect of organizational climate on implementation outcomes [Poster]. 9<sup>th</sup> Annual NIH/ AcademyHealth Conference on the Science of Dissemination and Implementation in Health, Washington, D.C., USA.

Kearns, M., Riemer, M., & **Williams, N. J.** (2011, November). Psychometric evaluation of the parent version of the Youth Counseling Impact Scale [Poster]. 45<sup>th</sup> annual Association for Behavioral and Cognitive Therapies convention, Toronto, Canada.

### **INVITED SCHOLARLY PODIUM PRESENTATIONS**

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**Williams, N. J.** (2025, June). Strengthening recruitment and retention in implementation and hybrid trials [Invited oral presentation]. NIH- and VA-funded Implementation Research Institute, hosted by the Brown School, Washington University in St. Louis, MO, USA.

**Williams, N. J.** (2024, April). Testing implementation mechanisms in the WISDOM hybrid type III effectiveness-implementation trial [Invited oral presentation]. Health System Innovation and Research (HSIR) seminar series, University of Utah, Department of Population Health Sciences, Salt Lake City, UT, USA.

**Williams, N. J.**, & Baker, R. (2024, March). Healthy Idaho Clinical and Translational Research Development Program: Health Research Core [Invited oral presentation]. Boise State University Institutional Development Award (IDeA) Program Summit and Clinical and Translational Research Development (CTR-D) Executive Committee Meeting, Boise State University, Boise, ID, USA.

**Williams, N. J.** (2024, March). Using LOCI to improve digital measurement-based care implementation in community mental health [Invited oral presentation]. In *Using and Adapting the Leadership & Organizational Change for Implementation (LOCI) strategy across two hybrid implementation trials in children's services* [Seminar]. Altman Clinical and Translational Research Institute (ACTRI) Dissemination and Implementation Science Center (DISC) seminar series, co-hosted by the Implementation Science and Team Effectiveness in Practice (IN STEP) group within the Children's Mental Health Services Research Center at the University of California San Diego, La Jolla, CA, USA.

**Williams, N. J.** (2024, March). Multi-level challenges you're facing in your research? [Discussant]. In *Eight characteristics of rigorous multilevel implementation research: a step-by-step guide* [Symposium]. Chair: Lengnick-Hall, R. L. Washington University in St. Louis Network for Dissemination and Implementation Research (WUNDIR) monthly meeting, Brown School, Washington University in St. Louis, MO, USA.

**Williams, N. J.** (2022, July). Solving the statistical power problem in implementation science [Invited oral presentation]. NIH- and VA-funded Implementation Research Institute, hosted by the Brown School, Washington University in St. Louis, MO, USA.

**Williams, N. J.** (2019, October). Conceptualizing and testing multilevel mechanisms of change in implementation science [Invited oral presentation]. Prevention Science and Methodology Group Virtual Grand Rounds (Chair: Hendricks Brown), hosted by Northwestern University, Evanston, IL, USA.

**Williams, N. J.** (2019, July). Methods Core: Support Functions and Strategies for Facilitating Science (Lessons Learned) [Panelist]. National Institute of Mental Health (NIMH) ALACRITY Center Directors' Meeting, Bethesda, MD, USA.

Buttenheim, A., Marcus, S., & **Williams, N. J.** (2019, June). Methods Core: Progress and new developments [Oral presentation]. 3<sup>rd</sup> Annual Penn ALACRITY (Advanced Laboratories for Accelerating the Reach and Impact of Treatments for Youth and Adults with Mental Illness) Center Retreat. University of Pennsylvania, Philadelphia, PA, USA.

Chambers, D., **Williams, N. J.**, & Lewis, C. C. (2019, March). Setting the stage for understanding mechanisms of implementation [Nationally-broadcast webinar]. 2019 meeting of the Mechanisms Network of Expertise, Society for Implementation Research Collaboration, sponsored by the Agency for Healthcare Research and Quality (1R13HS025632).

Buttenheim, A., Marcus, S., & **Williams, N. J.** (2018, June). Methods Core: Progress and next steps [Invited oral presentation]. 2<sup>nd</sup> Annual Penn ALACRITY Center Retreat. University of Pennsylvania, Philadelphia, PA, USA.

**Williams, N. J.** (2018, February). Necessary but not sufficient: Why strategic implementation climate and molar organizational climate both matter for EBP implementation [Invited oral presentation]. UC San Diego Implementation Science Seminar, Child and Adolescent Services Research Center (CASRC), Rady Children's Hospital, San Diego, CA, USA.

Buttenheim, A., Marcus, S., & **Williams, N. J.** (2017, July). Overview of the methods core [Invited oral presentation]. 1<sup>st</sup> Annual Penn ALACRITY Center Retreat (Advanced Laboratories for Accelerating the Reach and Impact of Treatments for Youth and Adults with Mental Illness). University of Pennsylvania, Philadelphia, PA, USA.

**Williams, N. J.** (2017, July). Conceptualizing and testing multilevel mechanisms of implementation strategies in mental health [Invited oral presentation]. Penn Center for Mental Health, University of Pennsylvania Perelman School of Medicine, Philadelphia, PA, USA.

**Williams, N. J.** (2014, August). Understanding the impact of organizational implementation strategies on evidence-based practice adoption [Invited oral presentation]. UC San Diego Implementation Science Seminar, Child and Adolescent Services Research Center (CASRC)/ Rady Children's Hospital, San Diego, CA, USA.

## **AWARDS & HONORS**

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2025, June	<i>Expert Faculty</i> Implementation Research Institute (IRI) NIMH & US Department of Veterans Affairs learning collaborative (R25) The Brown School, Washington University in St. Louis
2025, May	<i>Everyday Teaching Award</i> Center for Teaching and Learning Boise State University
2025, January	<i>The Editors' Best of 2024 Award</i> Journal of the American Academy of Child and Adolescent Psychiatry
2025, January	<i>Excellence in Research Award, Honorable Mention</i> Society for Social Work and Research (SSWR)
2024, September	<i>2024 Outstanding Symposium Award</i> Society for Implementation Research Collaboration (SIRC)
2024, September	<i>2024 Outstanding Poster Award, finalist</i> Society for Implementation Research Collaboration (SIRC)
2022, July	<i>Expert Faculty</i> Implementation Research Institute (IRI) NIMH & US Department of Veterans Affairs learning collaborative (R25) The Brown School, Washington University in St. Louis
2021	<i>Senior Scholar</i> The academic-community experience: Training in implementation science to promote mental health NIMH Training Center for Implementation Science (T32) Penn Center for Mental Health, University of Pennsylvania
2017	<i>NIH Translational Research Scholar</i> NIH National Center for Advancing Translational Sciences (UL1) Institute of Translational Health Sciences, University of Washington
2012 – 2015	<i>Ruth L. Kirschstein Individual Pre-Doctoral Fellowship</i> National Institute of Mental Health (F31) College of Social Work, University of Tennessee, Knoxville

## **TEACHING**

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### **Courses Taught**

2016 – present	<i>Foundations of Research I (MSW)</i> <i>Foundations of Research II (MSW)</i> Boise State University
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School of Social Work

- 2015 – 2018      *Foundations of Social Work Practice* (BSW)  
*Generalist Social Work Practice I: Individuals* (BSW)  
*Generalist Social Work Practice II: Families and Groups* (BSW)  
Boise State University  
School of Social Work
- 2013 – 2014      *Systematic Planning and Evaluation for Interpersonal Practice* (MSSW)  
*Applied Multilevel Modeling* (Ph.D.) (Co-Instructor)  
University of Tennessee, Knoxville  
College of Social Work

**SERVICE**

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**Editorial Board Member for Peer-Reviewed Research Journals**

- 2022 – present      *Implementation Research & Practice*  
2017 – present      *Journal of Human Behavior in the Social Environment*

**Ad Hoc Reviewer for Peer-Reviewed Research Journals**

*Implementation Science, Implementation Science Communications, Prevention Science, Psychiatric Services, Administration and Policy in Mental Health and Mental Health Services Research, Journal of Substance Abuse Treatment, Social Service Review, Child Abuse and Neglect, Child Maltreatment, Children and Youth Services Review, Social Work in Mental Health, Child and Family Social Work, International Journal of Nursing Studies, Scientific Reports, BMC Health Services Research*

**National Scientific Review Committees**

- October 2025      NIH Scientific Review Group (Study Section)  
*Science of Implementation in Health and Healthcare (SIHH)*  
Center for Scientific Review  
National Institutes of Health
- March 2024      NIH Scientific Review Group (Study Section)  
*Health Services: Quality and Effectiveness*  
Center for Scientific Review  
National Institutes of Health
- March 2023      NIH Scientific Review Group (Study Section)  
Special Emphasis Panel: *Member Conflict: Health Services and Systems*  
ZRG1 HSS-B (02)  
Center for Scientific Review  
National Institutes of Health

**Doctoral Committees**

- 2023 – 2024      Jennifer Griffis  
*“Parents as co-researchers: Valuing parental expertise within child-serving systems”*

Northeastern University, College of Professional Studies, Doctor of Law and Policy Program

### **University, College, and Departmental Committees**

2016 – 2020	<i>BSU Faculty Professional Standards Committee</i>
2023 – present	<i>ISBHA Faculty Research Grant Review Committee (Chair)</i>
2021 – present	<i>ISBHA Doctoral Student Research Committee</i>
2019 – present	<i>ISBHA Leadership team (Program Evaluation and Research Coordinator)</i>
2024-2025	<i>COHS Associate Dean for Research Search Committee</i>
2019 – 2021; 2024	<i>COHS Research Committee</i>
2019 – 2020	<i>COHS Strategic Planning Sub-Committee for Research</i>
2024 – present	<i>SSW CSWE Accreditation Reaffirmation Committee</i>
2024-2025	<i>SSW Faculty Search Committee (Chair; filled 2 positions)</i>
2024	<i>SSW Clinical Promotion Committee</i>
2023	<i>SSW DSW Program Planning Committee</i>
2021 – present	<i>SSW Promotion and Tenure Committee (Chair)</i>
2016 – 2019	<i>SSW Accreditation Committee</i> <i>SSW Curriculum Mapping Sub-Committee (Chair)</i>
2016	<i>SSW Faculty Search Committee (filled 3 positions)</i>
2015 – present	<i>SSW MSW Curriculum Committee</i> <i>SSW Research Curriculum Sub-Committee (Chaired 2015-2017)</i> <i>SSW BSW Admissions Committee</i> Boise State University

### **Service to the Community**

2020 – present	<i>Idaho State Quality, Management, Improvement, and Accountability (QMIA) Council for Youth Mental Health Services</i> Statewide Idaho council convened by the Idaho Department of Health and Welfare (IDHW) in partial response to the Jeff D. Settlement Agreement; comprised of representatives from IDHW Division of Behavioral Health, Medicaid, Child and Family Services, Idaho Department of Juvenile Corrections (IDJC), Idaho State Department of Education, family advocacy organizations, and family members. Role: Council Member
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### **PROFESSIONAL LICENSURE**

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2006 – present	<b>Licensed Clinical Social Worker</b> , Idaho State (LCSW-27780)
2008 – 2014	<b>Registered Clinical Supervisor</b> , Idaho State

### **POST-MASTER'S PROFESSIONAL EXPERIENCE**

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2006 – 2011	<b>Program Director</b> , CenterPointe, Inc., Nampa, Idaho
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Child psychosocial rehabilitation program director (50+ bachelor's-level mental health providers delivering home- and school-based services to youth with serious emotional disturbance)

2004 – 2011

**Mental Health Clinician/ Therapist**, CenterPointe, Inc., Nampa, Idaho  
Licensed provider of clinic-based psychotherapy to children and families (behavioral family therapy, cognitive-behavioral therapy)