

Nathaniel J. Williams, Ph.D., LCSW

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

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

EDUCATION

- 2015 **Doctor of Philosophy in Social Work (Ph.D.)**
 Minor in Statistics
 University of Tennessee, Knoxville
- 2004 **Master of Social Work (M.S.W.)**
 Boise State University, Boise, Idaho
- 2002 **Bachelor of Arts in Social Science (B.A.)**
 Boise State University, Boise, Idaho

ACADEMIC APPOINTMENTS

- 2015 – present **Assistant Professor (tenure track)**, School of Social Work, Boise State University, Boise, Idaho
- 2013 – 2015 **Research Assistant Professor**, Children’s Mental Health Services Research Center, College of Social Work, University of Tennessee, Knoxville

AREAS OF EXPERTISE

Implementation science
Child and adolescent mental health services
Organizational culture and climate
Organizational implementation strategies
Multilevel modeling

PEER-REVIEWED ARTICLES

- Beidas, R. S., **Williams, N. J.**, Green, P. D., Aarons, G. A., Becker-Haimes, E., Evans, A. C., Rubin, R., Adams, D. R., & Marcus, S. C. (2016). Concordance between administrator and clinician ratings of organizational culture and climate. *Administration and Policy in Mental Health and Mental Health Services Research*. doi: 10.1007/s10488-016-0776-8
- Williams, N. J.**, Glisson, C., Hemmelgarn, A., & Green, P. (2016). Mechanisms of change in the ARC organizational strategy: Increasing mental health clinicians’ EBP adoption through improved organizational culture and capacity. *Administration and Policy in Mental Health and Mental Health Services Research*. doi: 10.1007/s10488-016-0742-5

- Williams, N. J.** (2016). Assessing mental health clinicians' intentions to adopt evidence-based treatments: Reliability and validity testing of the evidence-based treatment intentions scale. *Implementation Science, 11*(60). doi: 10.1186/s13012-016-0417-3
- Glisson, C., **Williams, N. J.**, Hemmelgarn, A., Proctor, E. K., & Green, P. (2016). Aligning organizational priorities with ARC to improve youth mental health service outcomes. *Journal of Consulting and Clinical Psychology, 84*, 713-725.
- Williams, N. J.** (2016). Multilevel mechanisms of implementation strategies in mental health: Integrating theory, research, and practice. *Administration and Policy in Mental Health and Mental Health Services Research, 43*, 783-798.
- Glisson, C., **Williams, N. J.**, Hemmelgarn, A., Proctor, E. K., & Green, P. (2016). Increasing clinicians' EBT exploration and preparation behavior in youth mental health services by changing organizational culture with ARC. *Behaviour Research and Therapy, 76*, 40-46.
- Glisson, C., & **Williams, N. J.** (2015). Assessing and changing organizational social contexts for effective mental health services. *Annual Review of Public Health, 36*, 507-523.
- Williams, N. J.**, & Glisson, C. (2014). Testing a theory of organizational culture, climate and youth outcomes in child welfare systems: A United States national study. *Child Abuse & Neglect, 38*, 757-767.
- Olin, S. S., **Williams, N. J.**, Pollock, M., Armusewicz, K., Kutash, K., Glisson, C., & Hoagwood, K. E. (2014). Quality indicators for family support services and their relationship to organizational social context. *Administration and Policy in Mental Health and Mental Health Services Research, 41*, 43-54.
- Glisson, C., **Williams, N. J.**, Green, P., Hemmelgarn, A., & Hoagwood, K. E. (2014). The organizational social context of mental health Medicaid waiver programs with family support services: Implications for research and practice. *Administration and Policy in Mental Health and Mental Health Services Research, 41*, 32-42.
- Williams, N. J.**, & Glisson, C. (2013). Reducing turnover is not enough: The need for proficient organizational cultures to support positive youth outcomes in child welfare. *Children and Youth Services Review, 35*, 1871-1877.
- Glisson, C., Hemmelgarn, A., Green, P., & **Williams, N. J.** (2013). Randomized trial of the availability, responsiveness, and continuity (ARC) organizational intervention for improving youth outcomes in community mental health programs. *Journal of the American Academy of Child and Adolescent Psychiatry, 52*, 493-500.
- Harr, C. R., Horn-Johnson, T. C., **Williams, N. J.**, Jones, M., & Riley, K. (2013). Personal trauma and risk behaviors among youth entering residential treatment. *Child and Adolescent Social Work Journal, 30*, 383-398.

- Williams, N. J., & Sherr, M. E.** (2013). Oh how I try to use evidence in my social work practice: Efforts, successes, frustrations, and questions. *Journal of Evidence-Based Social Work, 10*, 100-110.
- Glisson, C., Hemmelgarn, A., Green, P., Dukes, D., Atkinson, S., & **Williams, N. J.** (2012). Randomized trial of the availability, responsiveness, and continuity (ARC) organizational intervention with community-based mental health programs and clinicians serving youth. *Journal of the American Academy of Child and Adolescent Psychiatry, 51*, 780-787.
- Glisson, C., Green, P., & **Williams, N. J.** (2012). Assessing the organizational social context (OSC) of child welfare systems: Implications for research and practice. *Child Abuse & Neglect, 36*, 621-632.
- Williams, N. J., & Green, P.** (2012). Reliability and validity of a treatment adherence measure for child psychiatric rehabilitation. *Psychiatric Rehabilitation Journal, 35*, 369-375.
- Williams, N. J., Oberst, J. L., Campbell, D. V., & Lancaster, L.** (2011). The children's psychosocial rehabilitation treatment adherence measure: Development and initial validation. *Community Mental Health Journal, 47*, 278-285.
- Kenaley, B. L., & **Williams, N. J.** (2011). A preliminary evaluation: Demographic and clinical profiles and changes in functioning in children receiving psychosocial rehabilitation. *Children and Youth Services Review, 33*, 301-307.
- Stamey, J., Sherr, M. E., & **Williams, N. J.** (2011). Bayesian analysis for evidence-based practice in social work. *Social Work Research, 35*, 46-52.
- Harr, C. R., Horn-Johnson, T., **Williams, N. J., & De Jager, L.** (2011). The impact of family stressors on the social development of adolescents admitted to a residential treatment facility. *Journal of Family Strengths, 11*(1).
- Williams, N. J.** (2009). Dose-effect of children's psychosocial rehabilitation on the daily functioning of youth with serious emotional disturbance. *Child and Youth Care Forum, 38*, 273-286.
- Williams, N. J., & Sherr, M. E.** (2009). Children's psychosocial rehabilitation: Clinical outcomes for youth with serious emotional disturbance living in foster care. *Child and Adolescent Social Work Journal, 26*, 225-234.
- Williams, N. J.** (2009). Preliminary evaluation of children's psychosocial rehabilitation for youth with serious emotional disturbance. *Research on Social Work Practice, 19*, 5-18.
- Williams, N. J., & Sherr, M. E.** (2008). Longitudinal evaluation of outcomes for youth with serious emotional disturbance during two years of children's psychosocial rehabilitation. *Advances in Social Work, 9*, 126-141.

BOOK CHAPTERS

Williams, N. J., & Glisson, C. (in press). Changing organizational culture and climate to support evidence-based practice implementation: A conceptual and empirical review. In R. Mildon, B. Albers, & A. Shlonsky (Eds.), *The Science of Implementation*. New York: Springer.

Williams, N. J., & Glisson, C. (2014). The role of organizational culture and climate in the dissemination and implementation of empirically-supported treatments for youth. In R. Beidas, & P. Kendall (Eds.), *Dissemination and Implementation of Evidence-Based Practices in Child and Adolescent Mental Health* (pp. 61-81). New York: Oxford University Press.

TECHNICAL REPORTS AND MANUALS

Williams, N. J. (2016). *Prevalence of serious emotional disturbance in Idaho: An analysis of Idaho administrative data*. Boise, ID: Boise State University.

Williams, N. J., & Magen, R. H. (2016). *Prevalence of serious emotional disturbance (SED) and cross-sector children's mental health service utilization in Idaho*. Boise, ID: Boise State University.

Williams, N. J., & Magen, R. H. (2016). *Cross-sector mental health service utilization by youth with serious emotional disturbance (SED) in Idaho*. Boise, ID: Boise State University.

Williams, N. J., & Magen, R. H. (2015). *Prevalence of serious emotional disturbance (SED) in Idaho*. Boise, ID: Boise State University.

Williams, N. J., Richards, S., Priest, A., Stockett, J., & Thompson, R. (2009). *Children's psychosocial rehabilitation treatment manual*. Nampa, Idaho: CenterPointe, Inc.

ARTICLES SUBMITTED FOR PEER REVIEW AND IN PREPARATION

Williams, N. J., Ehrhart, M., E., Aarons, G. A., Marcus, S. C., & Beidas, R. S. (under review). Linking molar and strategic climates to innovation implementation: A conditional, cross-level model.

Williams, N. J., Scott, L., Magen, R. H., & Aarons, G. A. (under review). Prevalence of psychiatric disorders with severe impairment among US children: A meta-analysis.

Williams, N. J., & Beidas, R. S. (in preparation). Differential outcomes of proficient organizational culture versus strategic climate for evidence-based practice implementation.

Bennett, I. M., **Williams, N. J.**, Mao, J., Chan, Y., Vredevoogd, M., Green, P., Proctor, E., & Unützer, J. (in preparation). Organizational social context of federally qualified health centers and variation in maternal depression outcomes.

PEER-REVIEWED AND INVITED PRESENTATIONS

Ehrhart, M. G., **Williams, N. J.**, Aarons, G. A., Marcus, S., & Beidas, R. S. (forthcoming in 2017, April). Cross-level molar and strategic climate predicting innovation implementation. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

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 presented at the 9th Annual Conference on the Science of Dissemination and Implementation in Health, Washington, DC.

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. Paper presented at the 8th Annual Conference on the Science of Dissemination and Implementation in Health, Washington, DC.

Orme, J. G., & **Williams, N. J.** (2015, January). Teaching applied multilevel modeling. Paper presented at the 19th Annual Society for Social Work and Research Conference, New Orleans, LA.

Orme, J. G., **Williams, N. J.**, & Roberson, P. (2014, October). Applied multilevel modeling. Paper presented at the 60th Annual Program Meeting of the Council on Social Work Education, Tampa, FL.

Williams, N. J. (2014, August). Understanding the impact of organizational implementation strategies on evidence-based practice adoption. Paper presented at the CASRC/ UCSD Implementation Science Seminar, Rady Children's Hospital, San Diego.

Orme, J. G., Combs-Orme, T., & **Williams, N. J.** (2012, November). Using standardized scales to measure and monitor client progress. Paper presented at the 58th Annual Program Meeting of the Council on Social Work Education, Washington, DC.

Kearns, M., Riemer, M., & **Williams, N. J.** (2011, November). Psychometric evaluation of the parent version of the Youth Counseling Impact Scale. Paper presented at the 45th annual Association for Behavioral and Cognitive Therapies convention, Toronto, Canada.

Williams, N. J., & Sherr, M. E. (2011, October). Expanding the vision: Skill-sets for implementing evidence-based practice in social work. Paper presented at the 57th Annual Program Meeting of the Council on Social Work Education, Atlanta, GA.

RESEARCH FUNDING

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

Boise State University
Role: Principal Investigator

- 2012 – 2015 *Understanding the Impact of Organizational Implementation Strategies on EBT Use*
NIMH F31MH099846 (\$100,000)
University of Tennessee, Knoxville
Role: Principal Investigator
- 2012 – 2015 *Improving Family-to-Family Services in Children’s Mental Health*
NIMH R01 (PI: Kimberly Hoagwood, Ph.D.)
University of Tennessee, Knoxville (Sub-contract with New York University Medical Center)
Role: Research Associate
- 2011 – 2015 *Testing an Organizational Implementation Strategy in Children’s Mental Health*
NIMH R01 (PI: Charles Glisson, Ph.D.)
University of Tennessee, Knoxville
Role: Research Associate
- 2011 – 2012 *Testing the ARC Organizational Intervention Strategy for Community and School-based Youth Service Programs*
William T. Grant Foundation (PI: Charles Glisson, Ph.D.)
University of Tennessee, Knoxville
Role: Research Associate
- 2011 *Establishing National Child Welfare Agency Norms for the Organizational Social Context (OSC) Measurement System*
William T. Grant Foundation (PI: Charles Glisson, Ph.D.)
University of Tennessee, Knoxville
Role: Research Associate
- 2007 – 2011 *Evaluation of Youth Outcomes and Provider Fidelity in Psychosocial Rehabilitation Services for Youth*
CenterPointe, Inc. (\$15,000)
Nampa, Idaho
Role: Principal Investigator

ADVANCED RESEARCH & PEDAGOGICAL TRAINING

- 2016 (Summer) *Course Design Institute*
Center for Teaching and Learning
Boise State University
- 2013 *Hierarchical Linear Models*

Inter-university Consortium for Political and Social Research (ICPSR)
University of Michigan (hosted by University of Massachusetts, Amherst)

TEACHING EXPERIENCE

Courses Taught

2015 – 2017 *Foundations of Research II: Statistics* (MSW, online)
 Foundations of Research I (MSW, online)
 Generalist Social Work Practice II: Families and Groups (BSW)
 Generalist Social Work Practice I: Individuals (BSW)
 Foundations of Social Work Practice (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

Editorial Board

2017 – present *Journal of Human Behavior in the Social Environment*

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

2016 – present *Social Service Review*
2015 – present *Implementation Science*
2015 – present *Administration and Policy in Mental Health and Mental Health Services
Research*
2015 – present *Child Abuse and Neglect*
2015 – present *Child Maltreatment*
2015 – present *Children and Youth Services Review*
2015 – present *Social Work in Mental Health*

Departmental Committees

2016 – 2017 *Curriculum Mapping Sub-Committee (Chair)*
 Faculty Search Committee
 Curriculum Committee
 BSW Admissions Committee
 MSW Online Admissions Committee
 Accreditation Sub-Committee
 School of Social Work, Boise State University

2015 – 2016 *Curriculum Committee*
 BSW Admissions Committee
 Accreditation Sub-Committee
 School of Social Work, Boise State University

2012 – 2013 *Ph.D. Curriculum Innovation Committee* (student representative)
College of Social Work, University of Tennessee, Knoxville

Student Advising and Engagement

2016 – 2017 *Undergraduate BSW student advising* (20 students)
MSW student advising (10 students)

2013 *Exhibition of Undergraduate Research and Creative Achievement* (judge)
University of Tennessee, Knoxville

Service to the Community

2015 – present *Children's Mental Health System Transformation*
Idaho Department of Health and Welfare, Division of Behavioral Health
Role: Consultant

2016 (Summer) *Evaluation of TOOLBOX curriculum for improving social-emotional learning among youth*
Saint Alphonsus Regional Medical Center
Role: Consultant

AWARDS AND HONORS

2016 **Phi Alpha National Social Work Honor Society**, Boise State University

2013 **QUEST Scholar Award**, Office of Research, University of Tennessee, Knoxville

PROFESSIONAL LICENSURE

2006 – present **Licensed Clinical Social Worker**, Idaho State (LCSW-27780)

2008 – 2014 **Registered Clinical Supervisor**, Idaho State

POST-MASTER'S PROFESSIONAL EXPERIENCE

2006 – 2011 **Program Director**, CenterPointe, Inc., Nampa, Idaho
Director of a child psychosocial rehabilitation program employing 50+ bachelor's-level providers who delivered home- and school-based skill training services to youth with serious emotional disturbance

2004 – 2011 **Mental Health Clinician**, CenterPointe, Inc., Nampa, Idaho
Licensed provider of clinic-based child and family psychotherapy (CBT, behavioral family therapy)