

Justin K. Benzer Ph.D.

UTHealth Houston Implementation Science Institute Department of Management, Policy, and Community Health, School of Public Health 1836 San Jacinto Blvd, Austin, TX 78701-1404 512-482-5813 Justin.K.Benzer@uth.tmc.edu
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Education

Ph.D., Psychology, Texas A&M University, College Station, TX Thesis Title: A Dyadic-Interactional Perspective of Implicit Trait Policies Advisor: Mindy Bergman, PhD	06/06 to 08/08
M.S., Psychology, Texas A&M University, College Station, TX Thesis Title: You must be creative! The effect of performance feedback on intrinsic motivation and creativity Advisor: Mindy Bergman, PhD	09/04 to 06/06
B.A., Psychology, University of Massachusetts, Amherst, MA	09/93 to 06/04

Postdoctoral Training

Postdoctoral Fellowship in Health Services Research Supervisor: Martin Charns, DBA VA Boston Healthcare System, Department of Veterans Affairs, Boston, MA	09/08 to 08/10
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Academic and Leadership Appointments

Associate Professor University of Texas Dell Medical School, Austin, TX	03/17 to present
Implementation Science Core Chief VISN 17 Center for Research on Returning Veterans, Waco, TX	09/17 to 2022
Adjunct Associate Professor Texas A&M University School of Public Health, College Station, TX	09/15 to 12/21
Research Assistant Professor Boston University, Boston, MA	09/09 to 08/15

Other Employment

Research Health Scientist, Department of Veterans Affairs, Boston, MA	09/10 to 08/17
Sergeant, U.S. Army, Fort Hood, TX; Eskan Village, Saudi Arabia	01/95 to 01/00

Honors and Awards

Career Development Award (Department of Veterans Affairs Health Services Research & Development) The VA Health Services Research & Development Career Development Award (CDA) is a highly competitive award. Funding levels vary from year to year, but around 15% of applications are typically funded.	07/14 to 06/18
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Professional Memberships and Service

National

Society for Industrial and Organizational Psychology (SIOP) 09/05 to 2017

The premier professional national association for the science and practice of I-O psychology.

Member, Awards Committee (2011-2013)

Member, Visibility Committee (2014)

Chair, Visibility Prosocial/Advocacy Committee (2015-2017)

AcademyHealth 09/10 to present

AcademyHealth is the leading national organization for health services researchers, policymakers, and health care practitioners and stakeholders.

Member, Annual Conference Committee (2014)

Member, Methods and Data Council (2025-present); members of the data council support the AcademyHealth strategic plan through advising on topics and speakers for the annual research meeting (ARM), participating in ARM sessions, serving as a mentor, participate in ad hoc subcommittees, and attending four meetings per year.

International

Academy of Management (AOM) 09/08 to present

AOM is the premier global community for management and organization scholars and for advancing the impact of management and organization science on business and society worldwide.

Member, Healthcare Management Division Research Program Committee (2014-2017)

Coordinator, Healthcare Management Division Virtual Conference Digital Curator (2020)

Conference Submission Mentor, Organizational Development and Change Division (2023)

CONtextual analySis in implEmeNtation Science (CONSENS) Delphi Panel Member 02/25 to 05/25

The CONSENS project is an international collaboration standardizing how the intervention implementation process should be reported to detail the impact of the surrounding environment. My role as a panel member was to evaluate proposed reporting guidelines and suggest changes.

Research

Peer-reviewed publications

** indicates that the first author is Dr. Benzer's trainee/mentee; † indicates mentor/senior author role*

59. Grove, L.R.*, Benzer, J.K. †, Correa, M.F., & Mercer, T. Integrated Care for People Experiencing Homelessness: Changes in Emergency Department Use and Behavioral Health Symptom Severity. (2025). BMC Health Services Research, 25:777, 1-8. doi: 10.1186/s12913-025-12860-0.

58. Vimalananda, V.G., Arao, K., Qian, S., Leibowitz, A., Zupa, M.F., Benzer, J.K., Fincke, B.G., Zocci, M., Meterko, M., Berlowitz, D., Sitter, K.E., Wormwood, J.B. (2025). Variation in Telehealth Use for Endocrine Care – Patterns and Predictors under the “New Normal”. Journal of Telemedicine and Telecare, doi: 10.1177/1357633X2312031.

57. DeBeer, B., Russell, P. D., Mignogna, J., Mohatt, N., Borah, E., Bryan, C., Monteith, L. L., Peterson, A., Zheng, A., Sprong, S., Bongiovanni, K., Villarreal, E., Hoffmire, C., Heise, J., Baack, S., Weinberg, K., Polk, M., Alverio, T., Mealer, M., Scheihing, J., Benzer, J., & Varda, D. Quantifying relational change in community organizations participating in a Veteran suicide prevention learning collaborative: A social network analysis. Injury Prevention (2025). doi: 10.1136/ip-2023-045194.

56. Taft, C.T., Benzer, J.K., Kopitsky, M., & Creech, S.K. Examining Virtual Delivery of Strength at Home for Use of Intimate Partner Violence (2024). *Behavioral Sciences*, 14(1127), 1-8. doi: 10.3390/bs14121127.
55. Hazlett, A.D.*, Benzer, J.K. †, Montejos, K., Pittman, D.L., Creech, S.K., Claborn, K.R., Acosta, J., & Chinman, M. Organizational Capacity for Sexual Assault Prevention within a U.S. Army Installation (2024). *Military Medicine*, 190(1-2), e243–e250. doi: 10.1093/milmed/usae332.
54. Mignogna, J., Russell, P. D., Borah, E., Bryan, C., Monteith, L. L., Bongiovanni, K., , Villarreal, E., Hoffmire, C., Peterson, A., Heise, J., Mohatt, N., Baack, S., Weinberg, K., Polk, M., Mealer, M., Kremer, B. R., Gallanos, J., Blessing, A., Scheihing, J., Alverio, T., Benzer, J., & DeBeer, B. Veteran Suicide Prevention Learning Collaborative: Implementation Strategy and Processes (2024). *Frontiers in Psychiatry*. doi: 10.3389/fpsyt.2024.1392218.
53. Kemp, D., Jacobs, E. A., Kvale, E.A., Shokar, N. K., Sebastian, K., Benzer, J., & Woods Bennett, J. M. Evaluating the Persuasiveness of Messages Promoting Mobile Mammography Among Uninsured Women (2024). *Health Education Research*. doi: 10.1093/her/cyae010.
52. DeBeer, B., Mignogna, J., Talbot, M., Villareal, E., Mohatt, N., Borah, E., Russell, P.D., Bryan, C., Monteith, L., Bongiovanni, K., Hoffmire, C., Peterson, A., Heise, J., Baack, S., Weinberg, K., Polk, M., Benzer, J. † Suicide prevention programs: Comparing four prominent models (2024). *Psychiatric Services*. doi: 10.1176/appi.ps.20230173.
51. DeBeer, B., Mignogna, J., Borah, E., Bryan, C., Monteith, L. L., Russell, P., Williams, M., Bongiovanni, K., Villarreal, E., Hoffmire, C., Peterson, A., Heise, J., Mohatt, N., Baack, S., Weinberg, K., Polk, M., Alverio, T., Keene, R., Mealer, M., & Benzer, J. † (2023). A pilot of a veteran suicide prevention learning collaborative among community organizations: Initial results and outcomes. *Suicide and Life-Threatening Behavior*, 53(4):628-641. doi: 10.1111/sltb.12969.
50. Kim, B., Benzer, J.K., Afable, M.K., Fletcher, T., Yusuf, Z., Smith, T. A. Care transitions from the specialty to the primary care setting: a scoping literature review of potential barriers and facilitators with implications for mental healthcare. *Journal of Evaluation in Clinical Practice*. 2023, 29(8):1338-1353. doi:10.1111/jep.13832.
49. Creech, S.K., Hamilton, E.G., Garza, A., Benzer J.K., Taft, C.T. Tailoring the Implementation Strategy of Strength at Home: An Initial Examination of Clinician and Hospital Outcomes. *Journal of Aggression, Maltreatment and Trauma*. 2023. doi:10.1080/10926771.2023.2171826.
48. Creech S.K., Benzer J.K., Bruce L., Taft C.T. Evaluation of the Strength at Home Group Intervention for Intimate Partner Violence in the Veterans Affairs Health System. *JAMA Network Open*. 2023;6(3), doi:10.1001/jamanetworkopen.2023.2997.
47. Claborn K., Creech S., Whittfield Q., Parra-Cardona R., Daugherty A., & Benzer J.K. †. Ethical by Design: Engaging the Community to Co-design a Digital Health Ecosystem to Improve Overdose Prevention Efforts among Highly Vulnerable People who use Drugs. *Front. Digit. Health*. 2022;4, doi:10.3389/fdgth.2022.880849.
46. Claborn K.R., Creech S., Conway F.N., Clinton N.M., Brinkley K.T., Lippard E., Ramos T., Samora J., Miri A., & Benzer J.K. †. Development of a Digital Platform to Improve Community Response to Overdose and Prevention among Harm Reduction Organizations. *Harm Reduction Journal*. 2022;19(62), 1-11, doi:10.1186/s12954-022-00636-2.
45. Charns, M.P., Benzer, J.K., McIntosh, N.M., Mohr, D.C., Singer, S.J., Gurewich, D. A multi-site case study of care coordination between primary care and specialty care. *Medical Care*. 2022;60(5):361-367, doi:10.1097/MLR.0000000000001704.
44. Cahill, A.G., Olshavsky, M.E., Newport, D.J., Benzer, J. K., Chambers, K.M., Custer, J., Rathouz, P.J., Nutt, S., Jwaied, S., Leslie, R. Matsui, E.C. Occupational Risk Factors and Mental Health among Frontline Healthcare Workers in a Large U.S. Metropolitan Area during the COVID-19 Pandemic. *Primary Care Companion for CNS Disorders*. 2022;24(2), doi:10.4088/PCC.21m03166

43. Creech, S.K., Kroll-Desrosiers, A., Benzer, J.K., Pulverman, C.S., & Mattocks, K. The impact of military sexual trauma on parent-infant bonding in a sample of perinatal women veterans. *Depression and Anxiety*. 2022;39, 201-210, doi:10.1002/da.23218.
42. Fletcher, T. L., Johnson, A. L., Kim, B., Yusuf, Z., Benzer, J., & Smith, T. Provider perspectives on a clinical demonstration project to transition patients with stable mental health conditions to primary care. *Translational Behavioral Medicine*. 2021;11(1), 161-171, doi:10.1093/tbm/ibz172.
41. Smith, T., Kim, B., Benzer, J.K., Yusuf, Z., Fletcher, T., Walder, A.M. FLOW: Early Results from a Clinical Demonstration Project to Improve the Transition of Patients with Mental Health Disorders Back to Primary Care. *Psychological Services*. 2021;18(1), 23-32, doi:10.1037/ser0000336.
40. DeBeer, B., Baack, S., Bongiovanni, K., Borah, E., Bryan, C., Bryant, K., Cassidy, R., Clafferty, S., Franciosi, G., Heise, J., Hoffmire, C., Keene, R., Mignogna, J., Mohatt, N., Monteith, L., Peterson, A., Pierson, D., Villarreal, E., Weinberg K., Williams, M., Synett, S., & Benzer, J. †. The Veterans Affairs Patient Safety Center of Inquiry – Suicide Prevention Collaborative: Creating Novel Approaches to Suicide Prevention among Veterans Receiving Community Services. *Federal Practitioner*, 2020;37(11), 512-521, doi:10.12788/fp.0071.
39. Fernandez, W.G.* , Benzer, J.K. †, Charns, M.P., & Burgess, J.F. (2020). Applying a model of teamwork processes to emergency medical services. *The Western Journal of Emergency Medicine*. 2020;21(6), 264-271, doi:10.5811/westjem.2020.7.47238.
38. Benzer, J. K., Gurewich, D., Singer, S. J., McIntosh, N. M., Mohr, D. C., Vimalananda, V. G., & Charns, M. P. A Mixed Methods Study of the Association of Non-VA Care with Veterans' and Clinicians' Experiences of Care Coordination. *Medical Care*. 2020;59(8), 696-702, doi:10.1097/MLR.0000000000001338.
37. Soley-Bori, M.*, Stephos, T., Burgess, J.F., Benzer, J.K.† Relational Climate and Healthcare Costs: Evidence from Diabetes Care. *Medical Care Research and Review*. 2020;77(2), 131-142, doi:10.1177/1077558717751445.
36. Benzer J. K., Singer S. J., Mohr D. C., McIntosh N. Meterko M. Vimalananda V. G., Harvey K. L. L., Seibert M. N., Charns M. P. (2019). Survey of Patient-Centered Coordination of Care for Diabetes with Cardiovascular and Mental Health Comorbidities in the Department of Veterans Affairs. *J Gen Intern Med*. 2019;34(Suppl 1):43-49, doi:10.1007/s11606-019-04979-8.
35. Mohr, D. C., Benzer, J. K., Vimalananda, V. G., Singer, S. J., Meterko, M., McIntosh, N., Harvey K. L. L., Seibert M. N., and Charns, M. P. (2019). Organizational Coordination and Patient Experiences of Specialty Care Integration. *J Gen Intern Med*. 2019;34(Suppl 1):30-36, doi: 10.1007/s11606-019-04973-0.
34. Creech, S.C., Benzer, J.K., Meyer, E.C., DeBeer, B.R., Kimbrel, N.A. & Morissette, S. Longitudinal associations in the direction and prediction of PTSD symptoms and romantic relationship impairment over one year in post 9/11 veterans: A comparison of theories and exploration of potential gender differences. *Journal of Abnormal Psychology*. 2019;128(3), 245-255, doi: 10.1037/abn0000420.
33. Oppel E. M.* , Mohr D. C., Benzer J. K.† Let's be civil: Elaborating the link between civility climate and hospital performance. *Health Care Manage Rev*. 2019;44(3):196-205, doi: 10.1097/HMR.0000000000000178.
32. Creech, S., Benzer, J. K., Ebalu, T., Murphy, C. M., & Taft, C. T. National Implementation of a Trauma-informed Intervention for Intimate Partner Violence in the Department of Veterans Affairs: First Year Outcomes. *BMC Health Services Research*. 2019;18, 582, doi:10.1186/s12913-018-3401-6.
31. Garcia, H., Benzer, J.K., Haro, E., Finley, E. Occupational Burnout among PTSD Specialty Clinic Providers in the Veterans Health Administration: Perceptions of Bureaucratic and Political Oversight. *Mental Health & Prevention*. 2018;12, 42-49, doi:10.1016/j.mhp.2018.09.001.
30. Mignogna, J., Martin, L.A., Harik, N.E., Kauth, M., Naik, A.D., Sorocco, K., Benzer, J.K., Cully, J. "I had to somehow still be flexible": Exploring adaptations during implementation of brief cognitive

behavioral therapy in primary care. *Implementation Science*. 2018;13(1), 76, doi:10.1186/s13012-018-0768-z.

29. Soley-Bori, M.*, Benzer, J.K. †, Burgess, J.F. Longitudinal analysis of quality of diabetes care and relational climate in primary care. *Health Services Research*. 2018;53(2), 1042-1064, 10.1111/1475-6773.12675.

28. Benzer, J.K., Meterko, M., & Singer, S.J. The Patient Safety Climate in Healthcare Organizations (PSCHO) survey: Short-form development. *Journal of Evaluation in Clinical Practice*. 2017;23(4), pp. 853-859, doi:10.1111/jep.12731.

27. Lipschitz, J. M.*, Benzer, J.K. †, Miller, C, Easley, S, Leyson, J, Post, E., & Burgess, J.F. Understanding collaborative care implementation in the Department of Veterans Affairs: core functions and implementation challenges. *BMC health services research*. 2017;17(1), 691, doi:10.1186/s12913-017-2601-9.

26. Rodriguez-Paras, C.*, Tippey, K. G., Brown, E. K., Sasangohar, F., Creech, S. K. Kum, H., Lawley, M., & Benzer, J. K. † Posttraumatic Stress Disorder and Mobile Health: App Investigation and Scoping Literature Review. *JMIR MHealth and Uhealth*. 2017;5(10), e156, doi:10.2196/mhealth.7318.

25. Creech, S.K., Trotman, A., Michaelson, G., & Benzer, J.K., Copeland, L.A. Parenting Behaviors and PTSD Symptoms Predict Child Psychosocial Problems and Parenting Satisfaction in a Sample of U.S. Veterans and Service Members. *Military Behavioral Health*. 2017;5(4), 374-383, doi:10.3389/fpsyg.2017.01101.

24. Benzer, J. K., Cramer, I. E., Labonte, A. J., Charns, M. P. & Burgess, J. F. Repurposing a program evaluation for Parkinson's Disease for a Healthcare Management Research Study. *Sage Research Methods Cases*. 2017, doi:10.4135/9781526425904.

23. Creech, SK; Macdonald, AM; Benzer, JK; Poole, G; Murphy, C; Taft, CT. PTSD Symptoms Predict Outcome in Trauma-Informed Treatment of Intimate Partner Aggression. *Journal of Consulting and Clinical Psychology*. 2017;85(10), 966-974, doi:10.1037/ccp0000228.

22. Benzer, J.K., Charns, M.P, Hamdan, S. & Afable, M.A. The role of organizational structure in readiness for change: A conceptual integration. *Health Services Management Research*. 2017;30(1), 34-46, doi:doi:10.1177/0951484816682396.

21. Young, G., Rickles, N., Benzer, J.K., Dangi, A. Management of Medicare Part D Prescription Drug Plans and Medication Adherence: A conceptual framework and empirical analysis. *Medical Care*. 2017;55(1), 37-42, doi:10.1097/MLR.0000000000000591.

20. Benzer, J.K., Mohr, D.C., Evans, L. Young, G., Stolzmann, K.L., Meterko, M., White, B, Osatuke, K., Moore, S, Nealon-Seibert, M. & Charns, M.P. Team process variation across diabetes quality of care trajectories. *Medical Care Research and Review*. 2016;73(5), 565-589, doi:10.1177/1077558715617380.

19. Labonte, A. J., Benzer, J. K., Burgess, J. F., Cramer, I. E., Meterko, M., Pogoda, T. K., & Charns, M. P. The effects of organization design and patient perceptions of care on switching behavior and reliance on a health care system across time. *Medical Care Research and Review*. 2016;73(2), 182-204, doi:10.1177/1077558715601543.

18. Benzer, J. K., Cramer, I. E., Burgess, J. F., Mohr, D. C., Sullivan, J. L. & Charns, M. P. How personal and standardized coordination impact implementation of integrated care. *BMC Health Services Research*. 2015;15(1), 448, doi:10.1186/s12913-015-1079-6.

17. Benzer, J.K., Horner, M. A. A meta-analytic integration and test of psychological climate dimensionality. *Human Resource Management*. 2015;54(3), 457-482, doi:10.1002/hrm.21645

16. Singer, S.J., Benzer, J.K., Hamdan, S. Improving healthcare quality and safety: The role of collective learning. *Journal of Health Care Leadership*. 2015;2015(7), 91-107, doi:10.2147/JHL.S70115.

15. Benzer, J.K., Creech, S.K., Mohr, D.C. & Charns, M.P. Learning goals may prevent "goals gone wild". *American Journal of Public Health*. 2014;104(12), e1-e1, doi:10.2105/AJPH.2014.302264.

14. Benzer, J.K., Miller, C.J., Mohr, D.C., Burgess Jr, J.F., & Charns, M. P. Industrial-Organizational psychology programs need to differentiate from business schools: One opportunity in behavioral health. *Industrial and Organizational Psychology: Science and Practice*. 2014;7(3), 351-355, doi:10.1111/iops.12162
13. Benzer, J. K., Young, G., Burgess, J. F., Baker, E. B., Mohr, D., Charns, M.P. & Kaboli, P. Sustainability of quality improvement following removal of pay-for-performance incentives. *Journal of General Internal Medicine*. 2014; 29(1), 127-132, doi:10.1007/s11606-013-2572-4.
12. Kartha, A., Restuccia, J.D., Burgess Jr., J.F., Benzer, J.K., Glasgow, J., Hockenberry, J., Mohr, D.C., Kaboli, P.J. Nurse practitioner and physician assistant scope of practice in 118 acute care hospitals. *Journal of Hospital Medicine*. 2014;9(10), 615-620, doi:10.1002/jhm.2231.
11. Benzer, J. K., Beehler, S., Cramer, I. E., Mohr, D. C., Charns, M. P. & Burgess, J. F. Between and within-site variation in qualitative implementation research. *Implementation Science*. 2013;8(4), doi:10.1186/1748-5908-8-4.
10. Benzer, J. K., Dickey, C., Topor, D., Bauer, M., & Charns, M.P. Resident-faculty collaboration for systems-based quality improvement. *Academic Psychiatry*. 2013;37, 433-435, doi:10.1007/BF03340088.
9. Bergman, M.E., Benzer, J. K., Kabins, A., Bhupatkar, A, & Panina, D. An event-based perspective on the development of commitment. *Human Resources Management Review*. 2013; 23(2), 148-160, doi:10.1016/j.hrmr.2012.07.005.
8. Creech, S. K., Benzer, J. K., Liebsack, B.K., Proctor, S. & Taft, C. Impact of Coping Style and PTSD on family functioning after deployment in Persian Gulf War Returnees. *Journal of Traumatic Stress*. 2013;26, 1-5, doi:10.1002/jts.21823.
7. Mohr, D. C., Benzer, J. K., & Young, G., Provider workload and quality of care in primary care settings: Moderating role of relational climate. *Medical Care*. 2013; 51, 108-114, doi:10.1097/MLR.0b013e318277f1cb.
6. Benzer, J. K., Beehler, S., Miller, C., Burgess, J.F., Sullivan, J. L., Mohr, D. C., Meterko, M. & Cramer, I. E. Grounded theory of barriers and facilitators to mandated implementation of mental health care in the primary care setting. *Depression Research and Treatment*. 2012;597157, 1-11, doi:10.1155/2012/597157.
5. Benzer, J. K., Sullivan, J. L., Williams, S., & Burgess, J. F. One-year cost implications of mental health care following inpatient medical discharge. *Psychiatric Services*. 2012;63, 672-678, doi:10.1176/appi.ps.201100457.
4. Charns, M. P., Foster, M. K., Alligood, E. C., Benzer, J. K., Burgess, J. F., Li, D., McIntosh, N. M., Burness, A., Partin, M. R., Clauser, S. B. Multilevel interventions: Measurement and measures. *Journal of the National Cancer Institute Monographs*. 2012;44, 67-77, doi:10.1093/jncimonographs/lgs011.
3. Benzer, J. K., Young, G. J., Osatuke, K., Stolzmann, K. L., Meterko, M., Caso, A., White, B., & Mohr, D. The relationship between organizational climate and quality of chronic disease management. *Health Services Research*. 2011;46, 691-711, doi:10.1111/j.1475-6773.2010.01227.x.
2. Stolzmann, K. L., Meterko, M., Shwartz, M., Young, G. J., Pekoz, E. A., Benzer, J. K., Osatuke, K., White, B., & Mohr, D. Accounting for variation in technical quality and patient satisfaction: The contribution of patient, provider, team and medical center, *Medical Care*. 2010;48, 676-682, doi:10.1097/MLR.0b013e3181e35b1f

Books & Chapters

1. Bergman, M.E., Benzer, J. K., Henning, J. B. The role of individual differences as contributors to the development of commitment. In Becker, Klein, & Meyer (Eds.), *Commitment in Organizations: Accumulated wisdom and new direction*. 2009; 217-252, New York: Lawrence Erlbaum

Non-peer-reviewed publications and technical reports

3. Benzer, JK, Gurewich, D., Mignogna, J., & Charns, MP (2022, Feb). Year 1 Evaluation for the VA Integrated Clinical Communities (ICC) Reorganization. Report presented to the VHA Office of Assistant Under Secretary for Health for Clinical Services (11CS).
2. Benzer, JK, Gurewich, D., Mignogna, J., & Charns, MP (2022, Sep). Year 2 Evaluation for the VA Integrated Clinical Communities (ICC) Reorganization. Report presented to the VHA Office of Assistant Under Secretary for Health for Clinical Services (11CS).
1. Benzer, JK, Mohr, DC, Meterko, M, Nealon Seibert, M, White, B, Charns, M, Creech, S, Moore, S, & Osatuke, K (2014). Are goals going wild in the Veterans Health Administration? VA Organizational Health Newsletter, 24, 2-3.

Manuscripts under review

4. Samora, J., Desai, A., Rau, J., Claborn, K.R., Benzer, J.K., Westphal, R.J., Watson, P.J., Creech, S.K. (Under Review). Understanding Occupational Stressors and Resilience Strategies Among Harm Reduction Workers and Leaders. Journal of Occupational Health Psychology.
3. Benzer, J.K., Charns, M.P., Singer S.J., Young, G.J. (under review). Building on advances in Learning Health Systems from the pandemic: Insights from organization theory, challenges, and potential solutions
2. James, P.*, Elan, T., Mercer, T., & Benzer, J.K.[†] (under review). "An Antidote to Despair": Positing a Roadmap for Implementing an Integrated Care Model for People Experiencing Homelessness with Chronic Medical Conditions, Serious Mental Illness, and Substance Use Disorders.
1. Vimalananda, V.G., Zocchi, M.S., Wormwood, J.B., Sitter, K.E., Meterko, M., Benzer, J.K., Charns, M.P., Berlowitz, D., Fincke, B.G. (under review). Coordinating specialty care across health systems: primary care provider survey.

Grants: Current

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| Transforming Bipolar Disorder Care Applying the BD ² Integrated Network Model at the Bipolar Disorder Center at The University of Texas at Austin
The BD ² Integrated Network integrates a longitudinal cohort study within a learning health network to advance bipolar disorder care, research, and global collaboration, leveraging clinical and biological data for innovative treatments and improved outcomes.
Total Award: \$4,900,000
Role: Co-Investigator (7.5%) | 01/25 to 12/30 |
| Texas Child Mental Health Care Consortium (TCMHCC), Benzer (PI)
Strengthening suicide prevention through care coordination and monitoring in the Texas Child Health Access Through Telemedicine (TCHAT) program
The proposed study will identify state-wide access gaps in community treatment across Texas, identify the types of families who may benefit from increased care coordination, and collaborate with administrators to develop a plan to address those access gaps.
Total Award: \$467,363
Role: Principal Investigator (25%) | 09/24 to 08/26 |
| SAMHSA, SM-23-006, Mercer (PI) | 09/24 to 09/29 |

The Mobile Medical and Mental Health Care Team – M3 Team

This award will allow us to develop a coordinated, intensive effort to improve outcomes in our population of focus through an integrated intervention between CommUnityCare (CUC), Integral Care (IC), and The University of Texas at Austin Dell Medical School (DMS).

Total Award: \$379,701

Role: Evaluator (25%)

National Institute on Drug Abuse, R61DA059887, Creech (PI)

12/23 to 12/25

Testing an occupational stress intervention for harm reduction workers in substance misuse settings

This research will adapt (R61), field test (R61), and conduct (R33) a hybrid-type I efficacy trial comparing the effects of Stress First Aid for Harm Reduction Workers serving persons who use drugs versus a no-treatment control condition on social-support, burnout, secondary traumatic stress, use of mental health care, engagement, and turnover. Period of performance for the R33 would be 12/25-11/29.

Total Award: \$3.7 mil total; \$1 mil (R61); \$2.7 mil (R33)

Role: Co-investigator (10%)

Department of Defense, W81XWH22TBIPHRPPCRA, Taft (PI)

09/23 to 08/28

Enhancement of Strength at Home Implementation to Prevent Violence and Related Outcomes.

This study seeks to examine new implementation practices for screening and identification of those in need of a preventive IV intervention on a military installation.

Total Direct Costs: \$1,152,184

Role: Co-investigator (10%)

Department of Defense, TP220438, Creech (PI)

10/23 to 09/29

RCT of a Trauma-Informed Parent-Child Functioning Intervention for Military Veterans

The overall objective of this study is to conduct a clinical trial of the Strength at Home Parents (SAHP) intervention in a sample of veterans with PTSD symptoms and parent-child functioning difficulties.

Total Direct Costs: \$3,444,541

Role: Co-Investigator (10%)

Cain Foundation, Long & Benzer (PI)

06/22 to 05/25

Developing and maintaining resiliency for workplace stress and burnout among healthcare workers

The Center for Resiliency (C4R) provides a 6-hour resiliency training available to all employees that provides skills in managing difficult situations and preventing burnout. The objective of this proposal is to determine the degree to which resiliency skills are currently maintained over time in order to support the broader roll-out and a future grant proposal.

Total Award: \$27,340

Role: Co-Principal Investigator (5% donated)

VA RR&D, CDA, Pearson (PI)

09/23-08/28

A Randomized Controlled Trial of Deprexis; Evaluation of a Computerized Intervention to Decrease Depression and Restore Functioning in Veterans

This career development award will examine the acceptability and effectiveness of Deprexis, a self-guided computerized intervention, which targets depressive symptoms and associated functional impairments.

Total Award: \$889,480

Role: Mentor (5% donated)

Grants: Completed

- Department of Defense, TP210235, Benzer (PI) 09/22 to 02/25
Development of a Multi-level Clinical Trial to Increase Implementation Knowledge and Skills within the Army Integrated Prevention Program
The objective of this proposal is to prepare for a clinical trial that will test whether additional training and coaching of Sexual Harassment/Assault and Response and Prevention (SHARP) personnel will improve outcomes. We will develop the clinical trial while working closely with a community advisory board comprised of SHARP personnel.
Total Award: \$299,999
Role: Principal Investigator (10%)
- VA HSR&D, IIR 20-241, Vimalananda (PI) 04/22-03/25
Patient Experience of Specialty Care Coordination Under the MISSION Act
We will use surveys to compare VA primary care patients' experience of coordination for VA specialty care vs. community-based specialty care (CC); examine how clinicians' experience of coordination relates to that of their patients; and examine how patients' experience of coordination in VA and CC relates to test duplication, medication problems, A1C control (in diabetes), self-efficacy, and patient satisfaction.
Total Award: \$429,373
Role: Co-Investigator (10% VA Time)
- SAMHSA, SM-18-014, Mercer (PI) 07/18 to 08/23
A Community-Based Integrative Dual Disorders Treatment Intervention for Individuals Experiencing Homelessness in Austin, Texas
This award will allow us to develop a coordinated, intensive effort to improve outcomes in our population of focus through an integrated intervention between CommUnityCare (CUC), Integral Care (IC), and The University of Texas at Austin Dell Medical School (DMS).
Total Award: \$475,505
Role: Evaluator (25%)
- TX-HHSC, Kum (PI) 09/19 to 08/24
Evaluation of the 1115 Medicaid Waiver Demonstration Renewal in Texas DY6-DY11
The purpose of this project is to conduct an evaluation of the 1115 Medicaid Waiver Renewal in Texas. Goal is to submit a report to TX HHSC that will be submitted to CMS.
Total Award: \$5,362,881
Role: Co-investigator (5%)
- Department of Defense, PT190165, Benzer (PI) 09/20 to 08/24
Optimizing Human Resources to Address Battalion-level Factors that May Impede or Support Implementation of Sexual Assault/Sexual Harassment Prevention Program This project will determine what knowledge and skills are needed in order for SHARP personnel to implement new sexual assault and harassment prevention programs using the model selected by the Department of Defense, Getting To Outcomes (GTO).
Total Award: \$667,512
Role: Principal Investigator (25%)
- Texas HHS Targeted Opioid Response, Claborn, PI 09/20 to 08/24
Development and Implementation of a Digital Ecosystem to Improve Opioid Overdose Reporting, Tracking, and Prevention across Texas
This project will develop a generalizable and sustainable digital platform to improve opioid overdose reporting, tracking, and prevention across Texas, and an implementation protocol for widespread dissemination and adoption.

Total Award: \$1,900,000
Role: Co-Investigator (20%)

VA QUERI, PEC 20-029, Benzer (PI) 02/21 to 03/23

Evaluation of a National VA Organizational Structure Redesign
The goal of this project is to measure integration and engagement of all levels of VHA in order to improve policy development and implementation and determine the ways in which the ICC reorganization may have succeeded or failed in improving policy making and policy implementation.

Total Award: \$174,244
Role: Principal Investigator (20%)

VA HSR&D, IIR 18-273, Benzer (PI) 08/20 to 03/23

Patient Record Of Clinical Experience Sequence Study (PROCESS)
An effective learning healthcare system needs measures that help managers identify how to promote system-level improvements. One opportunity to realize system level improvements is to reduce fragmentation of care that can decrease efficiency and increase integration that may improve patient outcomes. We propose to validate a measure of fragmentation based on the sequences of care recorded in VA administrative data.

Total Award: \$403,000
Role: Principal Investigator (35% effort)

CPRIT, PP200034, Jacobs (PI) 04/20 to 03/23

Advancing Breast Health among Uninsured Women
The objective of this project is to understand and address the barriers to breast cancer screening by providing outreach, education, and mobile mammography services, regardless of ability to pay, to women in the highest risk counties in Central Texas: Bastrop, Caldwell, and Travis.

Total Award: \$1,000,000
Role: Co-Investigator (15% effort)

VA QUERI, PEC 20-029, Benzer (PI) 11/19 to 10/20

Start-up funds to Evaluate the Implementation of the Integrated Clinical Communities Redesign
This project evaluates VA progress towards one of the ten lanes of effort in the VA Plan for Modernization "Reduce Unwarranted Variation Across Integrated Clinical and Operational Service Lines". The outcome of this project is a survey instrument. This survey is critical for the planned evaluation as the survey will measure baseline levels of integration.

Total Award: \$120,000
Role: Principal Investigator (30%)

Department of Veterans Affairs, Administrative Funding, DeBeer (PI) 10/18 to 09/21

Patient Safety Center of Inquiry: VA Suicide Prevention Collaborative (PSCI)
The overarching mission of the PSCI-VASPC is to develop, implement, and evaluate practical solutions to reduce suicide among Veterans who are not receiving VA care.

Total Award: \$861,600
Role: Co-Investigator (5% effort donated)

SAMHSA, SM-18-019, Macakiage (PI) 10/18 to 09/20

Amplify Care through CCBHC
Texas Health and Human Services Commission (HHSC) selected Integral Care as one of 8 sites in Texas to participate in the Certified Community Behavioral Health Clinic (CCBHC) certification process. Through partnership with HHSC staff, Integral Care received the approval as a CCBHC site in October 2016. This project expands

access to a fully integrated system of care in the interests of improving the health status of Integral Care clients.

Total Award: \$2,000,000

Role: Evaluator (10% effort)

Texas Engineering Experiment Station, Internal Seed Grant, Sasangohar (PI) 09/16 to 08/17

Effective Management of PTSD: A Systematic Design and Investigation of a Novel PTSD Information System for Veterans.

This is an internal Texas A&M University seed grant to develop a sensor-based mobile app to facilitate patient-clinician interactions.

Total Award: \$50,000

Role: Co-Principal Investigator (5% effort donated)

Department of Veterans Affairs, CDA 11-246, Benzer (PI) 07/14 to 06/18

Multi-Specialty Intervention for Antipsychotic-Related Metabolic Risk Management

The purpose of this career development award is to develop my capability to study healthcare organizational context to support evidence-based practice implementation.

Total Award: \$657,008

Role: Principal Investigator (100% effort)

Department of Veterans Affairs, IIR 12-346-2, Charns (PI) 11/14 to 10/17

Patient-Experienced Integrated Care for Veterans with Multiple Chronic Conditions

The study assesses the extent to which Veterans experience their care as integrated and to identify organizational characteristics and specific care processes associated with higher levels of patient-experienced integrated care.

Total Award: \$348,763

Role: Co-Investigator (20% effort)

Department of Veterans Affairs, RRP 13-443, Benzer (PI) 10/14 to 09/15

Implementation Context in a VISN1 Anticoagulation Management Intervention

The study determined how and why middle managers do and do not support the degree of support provided to an intervention to improve anticoagulation management with warfarin.

Total Award: \$81,200

Role: Principal Investigator (20% effort)

Department of Veterans Affairs, IIR 05-221, Mohr (PI) 05/08 to 04/12

Team Process and Performance in Primary Care

The study examined ambulatory care divisions within hospitals and CBOCs for variation in levels of care delivered and on important team characteristics.

Total Award: \$342,685

Role: Post-doctoral Fellow (10% effort)

Invited Talks, Presentations, and Posters

Invited Presentations

Benzer, J.K. Introduction to Implementation Science and Organization Science, Jan 2025
Presented to the St. Edwards University Counseling Psychology Program, Austin, TX.

Benzer, J.K. Assessing Efficacy of Sexual Violence Prevention Activities, Presented Aug 2024
at the 2024 National Guard Integrated Primary Prevention (IPP) Symposium. Orlando, FL.

Benzer, J.K.*, Gurewich, D., Mignogna, J., & Charns, M. Survey of the VA Nov 2022
Integrated Clinical Communities Organizational Structure. Invited Presentation to National VA Quality, Safety, and Value. Washington D.C.

Oral and Poster Presentations

** indicates speaker role*

Desai, A. (Presenter); Rau, J.; McCormick, KA.; Samora, J.; Roshani, H.; Chang, P.; Westphal, R.; Watson, P.; Benzer, JK., Claborn, K.; Creech, SK. Co-adapting and pilot testing Stress First Aid for the harm reduction workforce: Stress First Aid goes hand in hand with what we do. Poster accepted for presentation at the 18th Annual Conference on the Science of Dissemination and Implementation in Health, Washington DC.	December 2025
Creech, SK, Desai, A.; Rau, J.; Samora, J.; McCormick, K., Claborn, K.; Benzer, J.; Rathouz, P; Roshani, H.; Chang, P.; Watson, P.; Westphal, R. Pilot Test of Stress First Aid (SFA) Adapted for the Harm Reduction Workforce. In "Interventions and Assessment of Well-Being in Populations Exposed to Trauma," A. Metts (Chair). Symposium accepted for presentation at the 2025 International Society for Traumatic Stress Annual Meeting, Baltimore, MD.	Nov 2025
James, P., Elan, T., Mercer, T., & Benzer, J.K.* Positing a Roadmap for Implementing an Integrated Care Model for People Experiencing Homelessness. Paper accepted for presentation at the 85 th Annual Meeting of the Academy of Management, Copenhagen, Denmark.	Jul 2025
Creech, SK, Desai, A.; Rau, J.; Samora, J.; McCormick, K., Claborn, K.; Benzer, J.; Rathouz, P; Roshani, H.; Chang, P.; Watson, P.; Westphal, R. Pilot Test of Stress First Aid (SFA) Adapted for the Harm Reduction Workforce. In "Interventions and Assessment of Well-Being in Populations Exposed to Trauma," A. Metts (Chair). Symposium submitted for presentation at the 2025 International Society for Traumatic Stress Annual Meeting, Baltimore, MD.	Nov 2025
Samora, J., McCormick, K.A., Benzer, J., Creech, S., Claborn, K.R. Pilot Implementation of a Drug Overdose Reporting Tool Among Texas Harm Reduction Organizations. [Poster presentation]. 86th College on Problems of Drug Dependence Annual Scientific Meeting, Montreal, Canada	Jun 2024
Walker, D., Benzer, J.K.*, Brooks, J., Comfort, L., Mazurenko, O., Weech-Maldonado, R., Young, G. Research Grant Development: An Overview of Process and Funding Agencies. Professional Development Workshop Panelist for the Academy of Management Health Care Management Division, Chicago, IL.	Aug 2024
Hazlett, A., Benzer, J.K.*, Acosta, J., Creech, S., Pittman, D. & Chinman M. Organizational Capacity for Sexual Assault Prevention within a U.S. Army Installation. Paper presented at the 2024 Violence Prevention Research Conference, Portsmouth, NH.	July 2024
Syau, E.*, Smith, B., Vetter, I., Benzer, J.K. Primary Prevention of Firearm Injury in the Pediatric Population: A Systematic Literature Review. Poster presented at the 2024 Violence Prevention Research Conference, Portsmouth, NH.	July 2024
James, P.*, Tuyet, E., Unroe, B., Benzer, J.K. Assessing the Efficacy of an Integrated Care Model Implemented in a Population Experiencing Chronic Homelessness". Poster presented at the AcademyHealth Annual Research Meeting, Baltimore, MD.	June 2024

- Benzer, J.K.*, Gurewich, D., Mignogna, J., Grove, L., Charns, M.P. Aug 2023
Implementation of the VA Integrated Clinical Community Organizational Structure.
Paper presented at the 83rd annual meeting of the Academy of
Management Health Care Management Division, Boston, MA
- Unroe, B.*, Grove, L., Correa, M., Mercer, T., Benzer, J. Evaluation of a Novel May 2023
Integrated Care Model for Individuals Experiencing Homelessness. Poster
presented at the Annual Meeting of the American Psychiatric
Association, San Francisco, CA.
- Mercer, T.*, Correa, M., Grove, L., Hancock, J., Unroe, B., Kaiser, K., & Benzer, J.K. Apr 2022
Innovations in Integrated Care for Individuals Experiencing Homelessness. Poster
presented at the Society of General Internal Medicine, Orlando, FL.
- Pierson, D.*, DeBeer, B., Mignogna, J., Synett, S., Taylor, P., & Benzer, J. Apr 2020
Bringing Veteran-Centric Suicide Prevention Services to Community-Based Health
Systems and Community Organizations: Understanding Prevention Program
Components to Develop Comprehensive Models. Poster presented at the 53d
Annual American Association of Suicidology Conference, a virtual meeting.
- Phillips, T.*, Burns, C., Synett, S., Pierson, D., Baack, S., Benzer, J., Bongiovanni, K. Mar 2020
Borah, E., Bryan, C., Bryant, K. D., Cassidy, R., Franciosi, G. C., Heise, J.,
Hoffmire, C., Keene, R. E., Mignogna, J., Mohatt, N., Monteith, L., Peterson, A. L.,
Villarreal, E., Weinberg, K. A., Williams, M. D., DeBeer, B. Suicide Prevention
Services and Coordination of Mental Health Care for Veterans Ineligible for VA Care:
A Pilot Project. Poster accepted for the 40th Annual Anxiety and Depression
Association of America Conference in San Antonio, Texas. Conference postponed.
- Frankfurt, S.*, Barnes, J.B., Ellickson-Larew, S., Grunthal, B., Mignogna, J., Nov 2019
Benzer, J.K., Fox, H., Litz, B. VA Clinicians' Implicit and Explicit Decision Rules
for the Treatment of PTSD. International Society for Traumatic Stress, Boston, MA.
- Benzer, J. K.*, Gurewich, D., Singer, S. J., McIntosh, N. M., Mohr, D. C., Oct 2019
Vimalananda, V. G., Charns, M. P. A Mixed Methods Study of the Association of
Non-VA Care with Veterans' and Clinicians' Experiences of Care Coordination.
VA Health Services Research and Development, Washington D.C..
- Kim B*, Benzer JK, Afable M, Fletcher TL, Yusuf Z, Smith TL. Care Transitions from Jun 2019
the Specialty to the Primary Care Setting: A Scoping Literature Review of Potential
Barriers and Facilitators with Implications for Mental Health Care. AcademyHealth,
Washington, DC.
- Barrera, T.L.*, Kim, B., Yusuf, Z., Benzer, J., Smith, T. L.. Developing and Jun 2018
Implementing a Process to Transition the Care of Stabilized and Recovered
Veterans from Specialty Mental Health to Primary Care. Academy Health,
Seattle, WA.
- Mignogna J.*, Finley E., Post E., Sansgiry S., Cully J., Wong G., Pierson D.M., May 2019
MacCarthy A., Kearney L., Wray L., McCarthy J., Pomerantz A., Funderburk J., &
Benzer J. Causal mechanisms and contextual factors impacting the delivery of brief
psychotherapy in integrated primary care clinics: A realist evaluation. VA Psychology
Leadership Conference, San Antonio, TX
- DeBeer, B.*, Baack, S., Borah, E., Bryan, C., Cassidy, R., Clafferty, S., Heise, J., Apr 2019
Hoffmire, C., Keene, R., Mignogna, J., Mohatt, N., Monteith, I., Pierson, D., Williams,
M., Brenner, L., Degutis, L., Jefferies, P., Matthieu, M., McKeon, R., Reed, J., &
Benzer, J. Empowering Communities to be Active in Veteran Suicide Prevention:
Leveraging Implementation Science to Produce Success. American Association of

Suicidology, Denver, CO.

Correa*, M., Benzer, J.K., Gardiner, H., & Rogers, R. Use of Simulation Modeling as a Strategy for Implementing Integrated Practice Units in Mental Health. Dissemination and Implementation in Health. Washington, DC. Dec 2017

Pierson, D.*, Mignogna, J., Foster, M., Malone, V., & Benzer, J.K. Implementing psychological and psychiatric practices for depression in primary care: a systematic review of literature. Dissemination and Implementation in Health. Washington, DC. Dec 2017

Creech, S.K.*, Benzer, J.K., Ebalu, T., Murphy, C., & Taft, C. National implementation of a trauma-informed intervention to prevent and end intimate partner violence in the Department of Veterans Affairs: First year outcomes. Dissemination and Implementation in Health. Washington, DC. Dec 2017

Mignogna, J.*, Finley, E., Sansgiry, S., Cully, J., Post, E., Wong, G., Pierson, D., MacCarthy, A., Kearney, L., Wray, L., McCarthy, J., Pomerantz, A., Funderburk, J., & Benzer, J.K. Effective psychotherapy in integrated care (EPIC): A realist evaluation approach to develop an organizational-focused intervention and implementation strategy. Dissemination and Implementation in Health. Washington, DC. Dec 2017

Kim, B.*, Barrera, T., Yusuf, Z., & Smith, T. Partnering with stakeholders to develop and implement electronic medical record-based criteria to identify patients for transition from specialty mental health back to primary care. Dissemination and Implementation in Health. Washington, DC. Dec 2017

Macdonald, A.*, Creech, S. K., Benzer, J., Poole L. G., Murphy, C. M., & Taft, C.T. Examining PTSD symptoms as a predictor of intimate partner violence intervention outcomes. International Society for Traumatic Stress Studies, Dallas, TX. Nov 2016

Brown, E.K.*, Benzer, J., Creech, S.K., Kum, H.C., & Sasangohar, F. Collaborative Management of PTSD Treatment through Smartphone Apps: What is Available and Accessible? International Society for Traumatic Studies, Dallas, TX. Nov 2016

Rodriguez, C.P.*, Sasangohar, F., Benzer, J., Kum, H., Creech, S.K. Mobile Health Applications for Addressing Post-Traumatic Stress Disorder (PTSD): A Literature Review. International Society for Traumatic Studies, Dallas, TX. Nov 2016

Creech, S.K.*, Benzer, J., Meyer, E., DeBeer, B., Kimbrel, N., Gulliver, S., & Morissette, S. An Examination of Gender Differences in the Association Between Post-Deployment PTSD Symptoms and Relationship Functioning in a Sample of Returning Veterans. Military Social Work Conference, Austin, TX. Sep 2016

Oppel, E.M.*, Mohr, D.M., Benzer, J.K. Civility Climate Effects on Patient and Employee Perceptions of Hospital Care Performance. Academy of Management, Anaheim, CA. Aug 2016

Brown, E.K.*, Benzer, J.K., Creech, S.K., Kum, H.C., Lawley, M., & Sasangohar, F. Collaborative Management of PTSD Treatment through Smartphone Apps: What is Available and Accessible? AcademyHealth, Boston, MA. Jun 2016

Creech, S.K.*, MacDonald, A, Benzer, JK, Poole, G, Murphy, CM, Taft, CT Examining PTSD Symptoms as a Predictor of Intimate Partner Violence Intervention Outcome. International Family Violence and Child Victimization Research Conference, Portsmouth, New Hampshire. Jul 2016

Evans, L.*, Benzer, J.K., Garcia, H., Finley, E., & Burgess, J. F. Are Relative Value Units a Useful Measure of Workload Among Mental Health Providers in the Veterans Health Administration (VA)? AcademyHealth, Boston, MA. Jun 2016

Lipschitz, J. M.*, Benzer, J.K, Miller, C, Easley, S, Leyson, J, Post, E., & Burgess, Jun 2016

- J.F. Functions and Implementation of Integrated Team-Based Care Management Services for Depression. AcademyHealth, Boston, MA.
- Mohr, D.M.*, Benzer, J.K., Charns, M.P. The Role of Integration and Geographical Distance in Relational Coordination Between Primary Care and Specialists in the Veterans Health Administration. AcademyHealth, Boston, MA. Jun 2016
- Sasangohar, F.*, Benzer, J., Kum, H., Creech, S.K. Collaborative Management of PTSD Treatment through Smartphone Apps Validated through Patient-Centered Design. 23rd NIMH Conference on Mental Health Services Research, Bethesda, MD. Jun 2016
- Benzer, J.K.*, Mohr, D.C., Young, G., Stolzmann, K.L., Meterko, M., White, B., Osatuke, K.*, Moore, S., Nealon-Seibert, M. & Charns, M.P. An Application of the Temporal-based Framework of Teamwork Processes to Diabetes Quality of Care. Academy of Management, Vancouver, Canada. Aug 2015
- Benzer, J.K.*, Mohr, D.C., Evans, L. Young, G., Stolzmann, K.L., Meterko, M., White, B., Osatuke, K., Moore, S., Nealon-Seibert, M. & Charns, M.P. The Role of Team Processes for Improving Diabetes Quality of Care. Department of Veterans Affairs Health Service Research and Development National Conference, Philadelphia, PA. Jul 2015
- Barnes, P.W.*, Henning, J. B., Benzer, J. K., & Gore, J. S. The influence of instructor interpersonal style on student motivation. Society of Industrial and Organizational Psychology, Honolulu, HI. May 2014
- McCullough, M.*, Benzer, J., Charns, M., & Rose, A. Saying yes but meaning no: Middle manager avoidant leadership strategies in the implementation of an evidence-based intervention. AcademyHealth, San Diego, CA. Jun 2014
- Benzer, J.K.*, Mohr, D.C., Stolzmann, K.L., Meterko, M., White, B., Osatuke, K., Moore, S., Charns, M.P., & Young, G. Collaborative performance: A mixed methods study of relational climate. Academy of Management, Orlando, FL. Aug 2013
- Benzer, J.K.*, Young, G., Burgess, J. F., Baker, E., Mohr, D.C., Charns, M.P., & Kaboli, P.J. Sustainability of quality improvement measures following removal of performance-based incentives. Academy of Management, Orlando, FL. Aug 2013
- Benzer, J.K.*, Mohr, D.C., Osatuke, K., Stolzmann, K.L. Collaborating for High Performance: A Qualitative Study of Relational Climate. Society of Industrial and Organizational Psychology, Houston, TX. Apr 2013
- Bergman, M.E.*, Kabins, A.H., Benzer, J.K. Likelihood to Commit: Attachment Cognitions as Predictors of Commitment Profiles. Society of Industrial and Organizational Psychology, Houston, TX. Apr 2013
- Benzer, J. K.* Discussant for Health care professionals: Learning and performance. Academy of Management, Boston, MA. Aug 2012
- Mohr, D. C.*, Benzer, J. K., & Young, G. Making the most of limited resources through relational climate: A study of primary care clinics. Academy of Management, Boston, MA. Aug 2012
- Benzer, J. K.*, Cramer, I. E., Sullivan, J. L., Mohr, D. C., Charns, M. P. & Burgess, J. F. Implementation of Coordinated Mental Health Treatment in Primary Care. Department of Veterans Affairs Health Service Research and Development National Conference, National Harbor, MD. Jul 2012
- Benzer, J. K.*, Mohr, D. C., & White, B. Team Relations and Team Functions in CBOC Primary Care. Department of Veterans Affairs Health Service Research and Development National Conference, National Harbor, MD. Jul 2012
- Benzer, J. K.*, Sullivan, J. L., Williams, S., & Burgess, J. F. One-year Cost Jul 2012

Implications of Mental Health Care Following an Inpatient Health Shock. Department of Veterans Affairs Health Service Research and Development National Conference, National Harbor, MD.

Burgess, J.F.*, Benzer, J.K., & Young, G. Incentives for Quality Improvement: What Happens When the Goal Is Removed? AcademyHealth, Orlando, FL. Jun 2012

Benzer, J.K.*, Mohr, D., Young, G., McIntosh, N., & Charns, M.P. Task networks: A unitary theory for conceptualizing interdependence in teams. Society of Industrial and Organizational Psychology, San Diego, CA. Apr 2012

Kabins, A.*, Benzer, J.K., Bergman, M.E., Bhupatkar, A. Commitment profiles and perceived locus of causality. Society of Industrial and Organizational Psychology, San Diego, CA. Apr 2012

Benzer, J. K.* & Horner, M. A meta-analytic investigation of the higher-order dimensions of psychological climate. Academy of Management, San Antonio, TX. Aug 2011

Benzer, J.K.*, Young, G., Charns, M.P. & Mohr, D. Performance implications of organizational climates for task direction and relational support: A contingency-based framework. Academy of Management, San Antonio, TX. Aug 2011

Benzer, J. K.*, Young, G., Caso, A., Stolzmann, K., Meterko, M., Osatuke, K., White, B. & Mohr, D. Organizational climate and chronic disease management. Department of Veterans Affairs Health Service Research and Development National Conference, National Harbor, MD. Feb 2011

Benzer, J. K.*, Meterko, M., & Warren, N. Agency and communion in psychological climate. Academy of Management, Montreal, Canada. Aug 2010

Benzer, J. K.*, Mohr, D., Meterko, M., Stolzmann, K., & White, B. Job satisfaction of primary care team members and quality of care. Academy of Management, Montreal, Canada. Aug 2010

Benzer, J. K.*, Young, G., Caso, A., Stolzmann, K., Meterko, M., Osatuke, K., White, B. & Mohr, D. The role of primary care team climate in diabetes care. Academy of Management, Montreal, Canada. Aug 2010

Benzer, J. K.*, Burgess, J. F., Cramer, I., Mohr, D., & Sullivan, S. Implementation of interdisciplinary intervention. AcademyHealth, Boston, MA. Jun 2010

Benzer, J. K.* & Horner, M. A meta-analysis of the narrow dimensions of psychological climate. Society of Industrial and Organizational Psychology, Atlanta, GA. Apr 2010

Benzer, J. K.*, Labrador, J. & Weekley, J. The role of situations in situational judgment tests. Society of Industrial and Organizational Psychology, New Orleans, LA. Apr 2009

Benzer, J. K.*, Glaze, R., Henning, J. B., Hopwood, C. H., Bergman, M. E. An interpersonal examination of self-determination theory in a classroom context. Academy of Management, Anaheim, CA. Aug 2008

Benzer, J. K.*, Bergman, M. E. The effect of performance feedback on intrinsic motivation and creativity. Society of Industrial and Organizational Psychology, New York, NY. Apr 2007

Regional Presentations and Posters

Mignogna, J., Synett, S., Williams, M., Baack, S., Bongiovanni, K., Borah, E., Bryan, C., Heise, J., Hoffmire, C., Mohatt, N., Monteith, L. L., Peterson, A., Apr 2022

Pierson, D., Villarreal, E., Weinberg, K., Benzer, J., & DeBeer, B. B. Using Learning Collaboratives to Strengthening Veteran Services Across a Community. Presented at the University of Colorado Anschutz Medical Campus, 2nd Annual Partnerships for Veteran & Military Health Conference: Strengthening the Networks.

Burns, C., Phillips, T., Synett, S., Pierson, D., Baack, S., Benzer, J., Bongiovanni, K., Jul 2020
 Borah, E., Bryan, C., Bryant, K., Cassidy, R., Clafferty, S., Franciosi, G., Heise, J., Hoffmire, C., Keene, R., Mignogna, J., Mohatt, N., Monteith, L., Peterson, A. L., Villarreal, E., Weinberg K., Williams, M., & Debeer, B.B. Preventing Suicide through VA and Community Collaboration: The Process of Community Asset Mapping for Suicide Prevention. Poster Presented at the Annual UT Military Social Work & Behavioral Health Conference, a virtual meeting.

Phillips, T., Burns, C., Synett, S., Pierson, D., Baack, S., Benzer, J., Bongiovanni, K., Jul 2020
 Borah, E., Bryan, C., Bryant, K., Cassidy, R., Clafferty, S., Franciosi, G., Heise, J., Hoffmire, C., Keene, R., Mignogna, J., Mohatt, N., Monteith, L., Peterson, A. L., Villarreal, E., Weinberg K., Williams, M., & Debeer, B.B. (2020, July). Suicide Prevention Services and Coordination of Long-Term Mental Health Care for Veterans Ineligible for VA Care: An Implementation Initiative. Poster Presented at the Annual UT Military Social Work & Behavioral Health Conference, a virtual meeting.

Local Presentations and Posters

James, P., & Elan, T., Unroe, B. & Benzer, J. Assessing the Efficacy of an Integrated Care Model Implemented in a Population Experiencing Chronic Homelessness [Poster presented]. The University of Texas Dell Medical School Department of Psychiatry & Behavioral Sciences Scholarly Day. Austin, TX, USA. Apr 2024

Yusuf Z, Benzer, J., Barrera, T.L., Kim, B., Smith, T. L. "FLOW": A Demonstration Project To Improve Veteran Mental Health Access. Poster Presentation. BCM Quality Improvement and Patient Safety Conference, Houston, TX. Apr 2018

Bunnell, A. W., Henning, J. B., Benzer, J. K., & Gore, J. S. The influence of student's perceptions of instructor on goal orientation in a classroom context. River Cities I/O Psychology Conference, Chattanooga, TN. Oct 2013

Teaching

Classes

Theory and Research on Organizations, Professor, 10 PhD Students
 Boston University and Texas A&M University PhD seminar on theories related to organizational psychology, organizational behavior, organizational structure, and organizational economics 09/13 to 05/19

Organizational Behavior in Healthcare, Professor, 25 MPH students
 Boston University MPH course in the healthcare management concentration that uses case studies to prompt classroom discussion and small group interactions about topics related to related to organizational psychology, organizational behavior, organizational structure, and organizational economics 09/14 to 12/15

Principles of Management, Graduate Student/Instructor, 25 undergraduates
 Texas A&M University summer business school introductory/survey course 07/07 to 08/07

Organizational Psychology, Graduate Student/Instructor, 60 undergraduates
 Texas A&M University summer introductory/survey course 05/06 to 08/07

Introduction to Psychology, Graduate Student/Instructor, 60 undergraduates Texas A&M University introductory/survey course	09/06 to 12/06
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Workshops and Seminars

Quality Improvement Workshop, Professor, PGY1/PGY2, Shoal Creek, 1-day seminar with on-demand project consultation	07/19 to 03/20
Qualitative Methods Workshop, Professor, DMS Staff Four-week course (8 hours)	02/21, 06/22

Mentoring

Students

Anna Holdiman, UTHealth Houston PhD Student Nature of Mentoring Relationship: Research and career mentor; I help her develop her network of potential collaborators in the harm reduction area, provide feedback on research ideas, and involve her in research studies	06/23 to present
Domenica Delgado, UTHealth Houston PhD Student Nature of Mentoring Relationship: Advisor and Dissertation committee chair	02/24 to present
Apoorva Subramanian, University of Texas Undergraduate (Major: Public Health) Current Position: Undergraduate Junior (Major: Public Health) Nature of Mentoring Relationship: Research volunteer on my TCHATT grant; I mentor her on hypothesis generation and testing using the TCHATT survey; I also provide mentoring for her career planning in public health.	12/24 to present
Patrick James, University of Texas, Counseling Psychology PhD Student Current Position: University of Texas, Counseling Psychology PhD Student Nature of Mentoring Relationship: Research mentoring in my work with the M3 team. I have taught Patrick how to design semi-structured interview guides, collect and analyze qualitative data using Applied Thematic Analysis techniques. We have completed provider interviews, transcribed and coded the interviews and are conducting analyses. We are also currently conducting patient interviews. I expect us to submit an abstract to the AcademyHealth conference in January.	09/22 to present
Evelyn Syau, University of Texas, Dell Medical School, MS3 Current Position: Dell Medical School, MS3 Nature of Mentoring Relationship: Research mentoring in my work with the Firearm Safety Task Force. Adding to literature review started with Blake Smith that led to a poster for the July 2024 Violence Prevention Research Conference.	07/23 to 07/24
Essie Diaz, University of Texas Undergraduate Current Position: University of Texas undergraduate Nature of Mentoring Relationship: Career mentoring as part of the Diversity and Inclusiveness Via Education (DIVE) in Psychology program. Mentoring included discussions of graduate school and internship opportunities	02/23 to 10/24
Melis Demiralp, University of Texas Undergraduate Current Position: University of Texas undergraduate Nature of Mentoring Relationship: Career mentoring as part of the Diversity and Inclusiveness Via Education (DIVE) in Psychology program. Mentoring included discussions of graduate school and internship opportunities as well as reviewing and providing feedback on a honors thesis proposal.	02/23 to 10/24
Rimli Sengupta, University of Texas, Department of Statistics Current Position: University of Texas graduate student	10/22 to 05/24

Nature of Mentoring Relationship: As a dissertation committee member, I provided input to the design of her dissertation proposal.

Abigail Hazlett, University of Texas Department of Communications 06/22 to 10/24

Current Position: University of Texas graduate student

Nature of Mentoring Relationship: Research mentoring in my work for the Department of Defense. I taught Abigail about the Getting To Outcomes model that We are using in a manuscript that she is leading as first author. I gave her responsibility for leading a literature review of sexual assault evidence-based practices. Based on her strong performance I also put her in charge of presenting the practices to our community advisory board.

Blake Smith, University of Texas Dell Medical School medical student 06/22 to 06/23

Current Position: University of Texas Dell Medical School Psychiatry Resident

Nature of Mentoring Relationship: Research mentoring in my work with the Firearm Safety Task Force. We started a literature review on gun violence prevention research to support the Task Force.

Sarah Grant, University of Texas, Plan II Honors 09/21 to 05/22

Current Position: Baylor College of Medicine Medical Student

Nature of Mentoring Relationship: Thesis second reader

Shirlyn Sia Hui Min, MPH, Texas A&M University, Summer Internship 06/21 to 08/21

Current Position: Data2Insights, University of Texas

Nature of Mentoring Relationship: Summer Internship Supervisor

William Fernandez, MD, Boston University, M.S. Committee Member 09/14 to 05/17

Current Position: Associate Professor, Emergency Medicine, Emergency Medicine Quality Manager, Assistant Research Director University of Texas San Antonio, San Antonio, TX

Nature of Mentoring Relationship: Master's Thesis Committee Member, published one paper together

Marina Soley-Bori, PhD, Boston University, PhD Committee Member 09/13 to 05/16

Current Position: King's College London, Lecturer in Health Economics

Nature of Mentoring Relationship: Dissertation Committee Member; co-authored two papers together, recommendation letter writer for her current position.

Postdoctoral Trainees, Residents, and Fellows

Lauren Katzell, MD, University of Texas, Dell Medical School, Psychiatry Resident 11/24 to present

Current Position: University of Texas, Dell Medical School, PGY2

Nature of Mentoring Relationship: Research and career mentoring as part of the psychiatry resident research track.

Rahel Pearson, PhD, Department of Veterans Affairs 09/23 to present

Current Position: Clinical Psychologist, VISN 17 Center of Excellence for Research On Returning Veterans

Nature of Mentoring Relationship: I am a formal mentor on her VA Career Development Award (CDA). I provided input into the design of her CDA research and I am currently providing research and career mentoring.

Tuyet Elan, MD, University of Texas, Dell Medical School, Psychiatry Resident 05/23 to present

Current Position: University of Texas, Dell Medical School, PGY3

Nature of Mentoring Relationship: Research and career mentoring as part of the psychiatry resident research track. I taught her how to analyze qualitative data along with Patrick James, exposed her to quantitative analysis of large administrative datasets, and am engaging her in grant writing.

Lexie Grove, PhD, University of Texas, Dell Medical School 06/21 to 03/23

Current Position: Research Scientist at Centers for Medicare & Medicaid Services
 Nature of Mentoring Relationship: Research and career mentoring as part of her post-doctoral fellowship. I advised her as she prepared a K-award submission to the National Institute on Aging. The submission received a good score, but Lexie accepted a position at the Centers for Medicare and Medicaid Services in the Innovation program. We have one paper under review together.

Bradford Unroe, MD, University of Texas, Dell Medical School, Psychiatry Resident 05/21 to 6/23
 Current Position: Texas Department of State Health Services, Preventive Medicine Residency

Nature of Mentoring Relationship: Research and career mentoring as part of the psychiatry resident research track. Brad conducted his project on data I collected for the M3 program evaluation. We have two papers under review.

Brian Donley, MD, University of Texas, Dell Medical School, PGY2 09/21 to 05/22
 Current Position: University of Texas, Dell Medical School, PGY4
 Nature of Mentoring Relationship: Research mentoring as part of the research track. Brian was involved in my VA research for one year. I taught him about the organizational structure of VA clinical services. He had begun a literature review when he left the research track.

Austen Anderson, PhD, VA Office of Academic Affiliations 09/19 to 05/21
 Current Position: Assistant Professor, University of Southern Mississippi
 Nature of Mentoring Relationship: Research mentor for VA post-doctoral fellowship. I met with Austin at least monthly to discuss his research and career goals.

Nicole Scott, MD, University of Texas at Austin, Psychiatry Resident 07/20 to 05/21
 Current Position: Reproductive Psychiatry and Counseling, Austin TX
 Nature of Mentoring Relationship: Research mentor for her scholarly project. I helped her design the project and interpret results.

Jayakumar Prakash, MBBS MRCS D.Phil, UK Harkness Fellow 06/18 to 03/20
 Current Position: Dell Medical School, University of Texas at Austin
 Nature of Mentoring Relationship: Research mentor for UK Harkness fellowship Project. I taught Jay how to design and conduct qualitative research for his project to understand integrated care in surgery.

Meredith Moore, Value-based Care Fellow 06/18 to 12/18
 Current Position: University of South Florida Resident
 Nature of Mentoring Relationship: Research mentor for Value-based Care Fellowship working with Jay Prakash.

Eva-Maria Wild (née Oppel), PhD, Fulbright Fellow 09/14 to 08/15
 Current Position: Universität Hamburg, junior professor of business administration with a concentration in health care management
 Nature of Mentoring Relationship: Research mentor for Fulbright fellowship; co-authored two papers together, continue to meet regularly at conferences

Service

Grant Review Panels

VA Health Systems Research Subject Matter Review Board (SMRB) 2025-present
 Health Care and Clinical Management; HSR-1
 (March 4-5, 2025; Aug 19-20, 2025)

VA Health Systems Research Career Development Award Merit Review Panel 2024
 (March 5-6, 2024, Aug 19-20, 2024)

VA Small aWard Initiative For Impact – Independent VA Investigators (SWIFT-IVI) Review Meeting (January 31, 2023)	2023
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NIH CTSA Collaborative Innovation Awards Review Meeting (September 29, 2020; June 17, 2021)	2020-2021
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Editorial Responsibilities

Implementation Science Communications Associate Editor Editorial Board	06/19 to 12/21 01/22 to present
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Health Care Management Review Editorial board member	01/18 to 12/20
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Staff Mentoring

Maria McNeil (née Correa, M.S., University of Texas Dell Medical School, Performance Improvement Specialist Current Position: Project Manager, Baylor Scott & White Nature of Mentoring Relationship: I hired Maria out of graduate school in 2017 and helped her transition to a new role in 2019 to allow her to gain broader experiences. I provided periodic career mentoring through her current role.	09/19 to 05/23
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University Service

Dissertation Committee Member, Rimli Sengupta, Department of Statistics	09/22 to present
Reviewer, Scholarly Project Day	05/18 to 05/22
Reviewer, Shine Research Awards	03/22 to 03/22
Psychiatry Residency Lecture and Consulting on Quality Improvement	07/19 to present
Pursuing Excellence, Teamwork Consulting	06/17 to 12/18

Community Service

Firearm Violence Task Force, Dell Children's Medical Center	09/21 to present
UTHA, Health Services Research Consulting for Collaborative Care IPU	05/18 to 01/19
UTHA, Teamwork Consulting for Women's Health IPU	06/17 to 12/17
Mayor's Challenge for Suicide Prevention among Veterans, Committee Member	07/18 to 07/19
Governor's Challenge for Suicide Prevention among Veterans, Co-lead Data Team	11/18 to 11/19
Austin/Travis County Community Health Improvement Plan, Committee Member	02/18 to 09/18