Dr. Frances Maria Hawes, MS, Ph.D.

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**Education**

**Undergraduate Graduate**

**B.A., Psychology Ph.D., Gerontology**

Merrimack College, North Andover, MA | 2008 University of Massachusetts Boston, Boston, MA | 2020

Dissertation:*Occupational stress and job satisfaction of long-term care workers: The impact of the social working environment*

PhD Qualifying Exam: *Patient Centered Care and Job Satisfaction in Home Care*

**M.S., Gerontology**
University of Massachusetts Boston, Boston, MA | 2011

Thesis: *Marital Status, Gender, and Retirement Satisfaction*

**Grief Support Specialist**
University of Wisconsin–Madison | 2023

**Appointments and Positions**

 Current Position(s) \*

**Assistant Professor of Health Care Administration, Management and Leadership Department\***
University of Wisconsin–Eau Claire, Eau Claire, WI | 2020–present
Teaching and research in long-term care, workforce development, quality and leadership in healthcare, grief in healthcare settings, and health care policy.

**MBA Faculty Member\***
University of Wisconsin MBA Consortium | 2024–present
Instructor and curricular developer in *Health Care Organization and Delivery* for graduate business students across the UW System.

**Adjunct Professor**
Quincy College, MA | 2012–2020
Massasoit Community College, MA | 2018–2020
Bunker Hill Community College, MA | 2018–2020
College Bound Dorchester (with Bunker Hill), MA | Spring 2018
Courses Taught: Statistics, Psychology (General, Abnormal, Child, Organizational), Growth & Development, Sociology of Aging, Media & Society, Basic Math

**Instructional Guest Lectures and Trainings \***

**2025:** UW–Eau Claire, WI (Virtual) | MBA Program. *Topic: Panel- Best Practices for AI and Teaching*
**2021–2023** UW–Eau Claire, WI | Introduction to Health Care Administration. Topic: *Introduction to Health Care Policy*

**2024- present:** UW–Eau Claire, WI | Introduction to Health Care Administration. *Topic: Quality Improvement in Healthcare: A case*

*Study Using Root Cause Analysis*

**2024:** UW–Eau Claire, WI | Introduction to Business Administration. *Topic: Overview of Health Care Administration*

**2023:** Chippewa Falls High School. Chippewa Fall WI *Topic: What is Health Care Administration?*

**2020-present:**  UW–Eau Claire, WI | Residency Fall Module. *Topic: Leading Through Loss: The importance of Organizational*

*Grief Support in Nursing Homes.*
**2022** Eau Claire, WI | Academy for Lifelong Learners, *Topic: Death Cafe*

**2012** University of Massachusetts Boston, MA | Osher Lifelong Learning Institute. T*opic: Eating Disorders Across the*

*Lifespan*

**Research & Teaching Support Roles**

**Graduate Research Assistant**
University of Massachusetts Boston, MA | 2009–2015
Contributed to projects on caregiving for older adults and community public health supports.

**Teaching Assistant**
Master’s Program in Gerontology, University of Massachusetts Boston, MA | 2010–2012
Supported graduate instruction in foundational gerontology courses and edited the biannual program newsletter

**Undergraduate Research Assistant**

Merrimack College North Andover, MA | 2007-2008

Contributed to three faculty-led research projects. One using hermeneutic analysis to examine psychotherapy sessions, and another exploring aging and later-life experience. Thirdly I provided research and editorial assistance in compiling content for a statistics textbook, including proofreading, formatting, and sourcing example data.

**Health Care Industry & Applied Experience**

**Case Manager**
Springwell Inc., MA | 2014–2015
Managed care coordination for older adults receiving in-home services.

**Co-Founder & Home Health Care Provider**Devine Care, Weymouth, MA | 2009–2014
Co-founded and delivered services for a private home care agency supporting older adults with daily living and health needs. Oversaw early operations, caregiver coordination, and client care planning.

**Ombudsperson**
South Shore Elder Services, MA | 2011–2013
Advocated for long-term care residents; resolved disputes involving care quality and resident rights.

**Home Health Aide**
Celtic Angels Home Health, MA | 2011–2013
Provided personal care, companionship, and assistance with IADLS and ADLS in private homes.

**Home Health & Hospice Worker**
The Irish Connection Home Healthcare, MA | 2006–2014
Provided direct care and end-of-life support to clients across home-based settings.

**Intellectual Contributions**

**Refereed Articles**

1. Sabatini, S., **Hawes, F**., Eluigwe, K., & Tang, E. Y. (2025). Identifying Challenges Related to the Management of Comorbidities in People with Dementia in Residential Care: Expert Delphi Consensus Exercise. *Journal of Applied Gerontology*, 07334648241309734.
2. **Hawes, F. M.**, & Wang, S. (2024). *A Comparative Study of Organizational Grief Support and Burnout among Nursing Home Staff.* The Gerontologist, 64(8). <https://doi.org/10.1093/geront/gnae065>
3. **Hawes, F. M.**, & Tavares, J. (2024). *Religious Involvement and the Impact on Living Alone and Depression: An Examination of Gendered Pathways Post-Widowhood.* Journal of Applied Gerontology, 43(7), 870–880. <https://doi.org/10.1177/07334648231225355>
4. **Hawes, F. M.** (2024). Utilizing AI in Healthcare Management Education: Exploring F-tag Citations in Nursing Homes. *Journal of Health Administration Education*, *40*(4), 703-714.
5. **Hawes, F. M.** (2024). *Domestic Intercultural Experiential Learning: A Case Study Working with the Afghan Refugee Population.* Journal of Global Responsibility. <https://doi.org/10.1108/JGR-09-2022-0087>
6. **Hawes, F. M.**, & Wang, S. (2023). *Occupational Stress and Job Satisfaction of Immigrant and Minority Long-Term Care Workers.* Journal of Gerontological Nursing, 49(11), 42–52. <https://doi.org/10.3928/00989134-20231016-01>
7. **Hawes, F. M.** (2023). *Leading Through Loss: Experiences of Nursing Home Administrators-in-Training During the COVID-19 Pandemic.* OMEGA—Journal of Death and Dying, 0(0), 1–14. <https://doi.org/10.1177/00302228231189847>
8. Johs-Artisensi, J., **Hawes, F. M.**, & Creapeau, L. (2023). *Silver Linings: A Qualitative Analysis of Nursing Home Innovations Accelerated by the COVID-19 Pandemic.* Journal of Health and Human Services Administration, 46(2), 77–105. <https://doi.org/10.37808/jhhsa.46.2.1>
9. **Hawes, F. M.**, & Wang, S. (2022). *The Impact of Supervisor Support on the Job Satisfaction of Immigrant and Minority Long-Term Care Workers.* Journal of Applied Gerontology, 41(10), 2157–2166. <https://doi.org/10.1177/07334648221104088>
10. **Hawes, F. M.**, Tavares, J., Ronneberg, C., & Miller, E. (2022). *The Effects of Religiosity on Depression Trajectories After Widowhood.* OMEGA—Journal of Death and Dying, 88(4), 1240–1257. <https://doi.org/10.1177/00302228211051509>
11. **Hawes, F. M.** (2021). *Technology Preparedness and the Impact on a High-Quality Remote Learning Experience: Lessons from COVID-19.* Journal of Higher Education Theory and Practice, 21(11). <https://doi.org/10.33423/jhetp.v21i11>

**Invited Articles**

1. Cohen, M., Hwang, A., Tavrares, J., & **Hawes, F. M.** (2022).  Could Person-Centered Care Be The Secret To Achieving The Triple Aim?  *Health Affairs Forefront*.

**Book Chapter(s)**

1. **Hawes, F.M.,** Quinn-Lee, L. (2025). Palliative Care in Long-Term Care. In: Bhattacharyya, K.K. (eds) Health Promotion in Long-Term Care Facilities. Springer, Cham. https://doi.org/10.1007/978-3-031-91038-8\_8

**Industry Articles**

1. **Hawes, F. M.,** Schumacher, M., & O'Hara, L. (2024).  Innovative volunteer programs enhance engagement, well-being in senior living communities.  *McKnights Senior Living News*. https://www.mcknightsseniorliving.com/home/columns/guest-columns/innovative-volunteer-programs-enhance-engagement-well-being-in-senior-living-communities/
2. **Hawes, F. M**. (2023). Supporting Facility Management: The Urgent Need for Better Grief Support in Nursing Homes. McKnight's Long Term Care News. https:/[/www.mcknights.com/blogs/guest-columns/the-urgent-need-for-better-grief-](http://www.mcknights.com/blogs/guest-columns/the-urgent-need-for-better-grief-) support-for-snf-management/
3. **Hawes, F. M.** (2021). The impact of supervisor support on the job satisfaction of immigrant and minority LTC workers. *McKnight's Long Term Care News*. https:[//www.mcknights.com/blogs/guest-columns/the-impact-of-supervisor-support-on-the-](http://www.mcknights.com/blogs/guest-columns/the-impact-of-supervisor-support-on-the-) job-satisfaction-of-immigrant-and-minority-ltc-workers/

# Proceedings

1. **Hawes, F. M**., & Cernohous, I. (2024).  Student-Led Intergenerational Programs in Nursing Homes.  *Gerontological Society of America*.
2. **Hawes, F. M.,** & Wang, S. (2023). The Impact of Workplace Demands and Resources on the Job Satisfaction of Minority and Immigrant CNAs. Gerontological Society of America.
3. **Hawes, F. M**., & Wang, S. (2023). A Comparative Study of Grief support and Burnout Among Nursing Home Staff. Gerontological Society of America.
4. **Hawes, F. M**., Tavares, J., Cohen, M., & Hwang, A. (2022). Person-Centered Care: Why Taking Individuals' Care Preferences into Account Matters. *Gerontological Society of America*.
5. **Hawes, F. M.,** Tavares, J., Cohen, M., & Hwang, A. (2022). Long Term Gendered Pathways of Religious Involvement Post Widowhood. *Gerontological Society of America*.
6. **Hawes, F. M.** (2022). An Analysis of the Relationship between Organizational Social Capital and Occupational Stress: The Impact on the Job Satisfaction of Nursing Assistants. *Business and Health Administration Association/MBAA International Conference*.
7. **Hawes, F. M.,** & Tavares, J. (2021). The Effects of Religiosity on Depression Trajectories Before and After Widowhood. *Gerontological Society of America*.
8. **Hawes, F. M.,** & Wang, S. (2021). The Impact of Supervisor Support on the Job Satisfaction of Immigrant and Minority Long-Term Care Workers. *Gerontological Society of America*.

# Presentations (2020-2025)

1. **Hawes, F. M.** & Cernohous, I. (2025). *Addressing Grief in Nursing Homes: Exploring Support Interventions for Staff.* Invited presentation at National Symposium for Academic Palliative Care Education and Research, San Marcos, California.
2. **Hawes, F. M.** & Cernohous, I. (2025). *Perceptions of Ageism Among Healthcare Students.* Invited presentation at MBAA International Conference, Chicago, Illinois.
3. Cernohous, I., Wang, S & **Hawes, F. M.,** (2025). *Exploring Ageism in Healthcare: ​ Perspectives from Future Professionals.*  Research in the Rotunda, Madison, Wisconsin.
4. Cochrane, E., **Hawes, F. M**., Lacoursiere, S., Fieber, K., & Sabatini, S. (2025). *Challenges in Identifying and Managing Comorbidities for Nursing Home Residents​ with Dementia: A UK Case Study.* Invited presentation at ACHCA Annual Meeting, Myrtle Beach, South Carolina.
5. Fieber, K., **Hawes, F. M.** Sabatini, S., Cochrane, E., & Lacoursiere, S. (2025). *Identifying Challenges Related to the Management of Comorbidities in People with Dementia in Residential Care.*  The UW Symposium for Undergraduate Research, Scholarly, and Creative Activity, Madison, Wisconsin.
6. Lacoursiere, S., **Hawes, F. M.,** Sabatini, S., Fieber, K., & Cochrane, E. (2025). *Exploring Challenges with Providing Care to Residents with Dementia and Comorbidities: A Qualitative Study in U.S. Nursing Homes.* Invited presentation at Celebration of Excellence in Research and Creative Activity (CERCA), Eau Claire, Wisconsin.
7. **Hawes F. M.** Lacoursiere, S., Cochrane, E., Fieber, K. (2024) University of Surrey, Guildford, United Kingdom (International). (2024). *Providing Care to Dementia Patients with Comorbidities in Nursing Homes in the USA.*
8. **Hawes, F. M.** & Cernohous, I. (2024). Student-Led Intergenerational Programs in Nursing Homes*.* Gerontological Society of America, Seattle, Washington.
9. **Hawes, F. M.,** Benishek, A., & Nord, K. (2024). The influence of Workplace Demands and Resources on Job Satisfaction Among CNAs: Examining the Effects of Race and Immigration Status. Invited presentation at ACHCA Annual Convocation, Myrtle Beach, South Carolina.
10. **Hawes, F. M.** (2024). Training for Nursing Home Administrators in Navigating Grief at Work. National Symposium for Academic Palliative Care Education and Research, San Diego, California.
11. Cernohous, I. & **Hawes, F. M.** (2024). *Exploring Ageism in Healthcare: Perspectives from Future Professionals.* Invited presentation at Celebration of Excellence in Research and Creative Activity (CERCA), Eau Claire, Wisconsin.
12. **Hawes, F. M.** & Carlson, A. (2024). *Speech Language Pathologists and Grief Counseling.* Invited presentation at Celebration of Excellence in Research and Creative Activity (CERCA), Eau Claire, Wisconsin.
13. **Hawes, F. M.,** Benishek, A., & Nord, K. (2024). *Investigating Racial, Ethnic, and Immigration Status Differences in Job Satisfaction Among Nursing Assistants in Nursing Homes.* Invited presentation at Provost's Honors Symposium, Eau Claire, Wisconsin.
14. Beckfield, M. & **Hawes, F. M.** (2023). Friendly Fallers Friendship Village of Bloomington. Minnesota Gerontological SocietyAnnual Meeting, St Paul, Minnesota.
15. Bjorkland, L., **Hawes, F. M**, Gomez, K., Wang, S**.,** (2023). Grief Support and Burnout in Nursing Homes. ACHCA Annual Meeting. Baltimore, Maryland.
16. Campbell, M., **Hawes, F. M.** & Young, E., (2023). *Leading through Loss: Attitudes and Experiences of Nursing Home Administrators in Training.* ACHCA Annual Convocation, Baltimore, Maryland.
17. Gomez, K., **Hawes, F. M**. Bjorkland, L., & Wang, S**.** (2023). Grief Support in Nursing Homes. ACHCA Annual Meeting. Baltimore, Maryland.
18. **Hawes, F. M.** & Wang, S. (2023). [Occupational Stress and Job Satisfaction: Differences among Racial/Ethnic and](https://sedonaweb.com/code/getFile.cfm?encrypt=7A36313707020B5A1F17113A382930493434302F1218362229371F4E020118151A3D78353103124E475E4C4F7B272125) [Immigration Groups.](https://sedonaweb.com/code/getFile.cfm?encrypt=7A36313707020B5A1F17113A382930493434302F1218362229371F4E020118151A3D78353103124E475E4C4F7B272125) Invited presentation at MBAA Conference, Chicago, Illinois.
19. **Hawes, F. M.** (2023). The Impact of Supervisor Support on the Job Satisfaction of Immigrant and Minority Long-Term Care Workers presented at the College of Business Fall research faculty forum. Eau Claire, Wisconsin.
20. Platt, A. & **Hawes, F. M.** (2023). *Benefits To Learning About Baldrige and the Applications To Quality of Care .* Invited presentation at ACHCA Annual Convocation, Baltimore, Maryland.
21. **Hawes, F. M.** & Wang, S. (2023). *A Comparative Study of Grief support and Burnout Among Nursing Home Staff.* Gerontological Society of America, Tampa, Florida.
22. **Hawes, F. M.** & Wang, S. (2023). *The Impact of Workplace Demands and Resources on the Job Satisfaction of Minority and Immigrant CNAs.* Gerontological Society of America, Tampa, Florida.
23. **Hawes F. M.** (2023). Occupational Stress and Job Satisfaction: Differences among Racial/Ethnic and Immigration Groups. Business and Health Administration Association/MBAA International Conference, Chicago, Illinois.
24. Bjorkland, L., **Hawes, F. M.,** Gomez, K., Johs-Artisensi, J., & Creapeau, L. (2023). [Grief Support and Burnout in Nursing](https://sedonaweb.com/code/getFile.cfm?encrypt=7A36313707020B5A1F17113A382930493434302F1218362229371F4E020118151A3D78353103124E475E4D4C7B272125) [Homes.](https://sedonaweb.com/code/getFile.cfm?encrypt=7A36313707020B5A1F17113A382930493434302F1218362229371F4E020118151A3D78353103124E475E4D4C7B272125) Invited presentation at NCUR, Eau Claire, Wisconsin.
25. Gomez, K., **Hawes, F. M**, Bjorkland, L, (2023). [Grief Support in Nursing Homes.](https://sedonaweb.com/code/getFile.cfm?encrypt=7A36313707020B5A1F17113A382930493434302F1218362229371F4E020118151A3D78353103124E475E4D4A7B272125) Invited presentation at NCUR, Eau Claire, Wisconsin.
26. Schumacher, M. & **Hawes, F. M.** (2023). [Occupational Stress and Job Satisfaction: Differences among Racial/Ethnic and](https://sedonaweb.com/code/getFile.cfm?encrypt=7A36313707020B5A1F17113A382930493434302F1218362229371F4E020118151A3D78353103124E475E4D4D7B272125) [Immigration groups.](https://sedonaweb.com/code/getFile.cfm?encrypt=7A36313707020B5A1F17113A382930493434302F1218362229371F4E020118151A3D78353103124E475E4D4D7B272125) Invited presentation at NCUR, Eau Claire, Wisconsin.
27. Thielding, J. & **Hawes, F. M.** (2023). [Domestic Intercultural Experiential Learning: A Case Study Working with the Afghan](https://sedonaweb.com/code/getFile.cfm?encrypt=7A36313707020B5A1F17113A382930493434302F1218362229371F4E020118151A3D78353103124E475E4D4B7B272125) [Refugee Population.](https://sedonaweb.com/code/getFile.cfm?encrypt=7A36313707020B5A1F17113A382930493434302F1218362229371F4E020118151A3D78353103124E475E4D4B7B272125) Invited presentation at NCUR, Eau Claire, Wisconsin.
28. **Hawes, F. M.,** Tavares, J., Cohen, M., & Hwang, A. (2022). *Person-Centered Care: Why Taking Individuals' Care Preferences into Account Matters.* Gerontological Society of America, Indianapolis, Indiana.
29. **Hawes, F. M.** & Tavares, J. (2022). *Long Term Gendered Pathways of Religious Involvement Post Widowhood.*

Gerontological Society of America, Indianapolis, Indiana.

1. **Hawes, F. M.** (2022). *An Analysis of the Relationship between Organizational Social Capital and Occupational Stress: The Impact on the Job Satisfaction of Nursing Assistants.* Business and Health Administration Association/MBAA International Conference, Chicago, Illinois.
2. Byrne, K., **Hawes, F. M.,** & Dubois, P. (2022). *A Place, a Process, a Passing- Hospice Care in Nursing Homes.* ACHCA Annual Meeting, New Orleans, Louisiana
3. Howat, A., Peroshek, H., Olson, D., & **Hawes, F. M.** (2022). *Compassion Quotient Survey: Importance of valuing the residents.* ACHCA Annual Meeting, New Orleans, Louisiana.
4. Keach, H., Johs- Artiseni, J., Creapeau, L., **Hawes, F. M.,** & Olson, D. (2022). *The Silver Lining's of COVID-19 in Long Term Care.* ACHCA Annual Meeting, New Orleans, Louisiana.
5. Thiel, A., **Hawes, F. M.,** & Mazor, T. (2022). *Youth-Led Intergenerational Programming to combat Social Isolation of Older Adults:Teen Ovation Board.* Minnesota Gerontological Society Annual Meeting, St. Paul, Minnesota.
6. Vydrzal, R., Dugar, K., **Hawes, F. M.,** & Jones, C. (2022). A Critical Incident Technique Approach to Understanding the Afghan Electoral System from a Domestic Immersion Experience – A Case Study. Celebration of Excellence in Research and Creative Activity (CERCA), Eau Claire, Wisconsin.
7. Weerts, Z., Dugar, K., **Hawes, F. M.,** & Jones, C. (2022). A Critical Incident Technique Approach to Understanding Ethnocentrism Reflected in USA's Political Role in Afghanistan from a Domestic Immersion Experience – A Case Study. Celebration of Excellence in Research and Creative Activity (CERCA), Eau Claire, Wisconsin.
8. **Hawes, F. M.** & Tavares, J. (2021). *The Effects of Religiosity on Depression Trajectories Before and After Widowhood.* Gerontological Society of America, Eau Claire, Virtual.
9. **Hawes, F. M.** & Wang, s. (2021). *The Impact of Supervisor Support on the Job Satisfaction of Immigrant and Minority Long-Term Care Workers.* Gerontological Society of America, Eau Claire, Virtual.
10. **Hawes, F. M.** (2021). *Ensuring a high-quality remote learning environment: Lessons from COVID-19.* Distance Teaching and Learning Conference, Madison, Virtual.
11. Luraas, K., **Hawes, F. M.,** & Christopher, M. (2021). *Love for my Community: Making Connections through Intergenerational Community Service.* Minnesota Gerontological Society Annual Meeting, St. Paul, Minnesota
12. **Hawes, F. M.** (2020). *Occupational Stress and Job Satisfaction of Long Term Care Workers: The Impact of the Social Working Environment.* Intercontinental Summit on Aging & Gerontology, Eau Claire (originally London UK). Virtual.

# Research Reports

1. Bergestuen,T**; Hawes, F.M.** (2025). Community Grief Support: Suggestions for Implementation of Grant Funding Based on a mixed-methods study of service use, access barriers, and perceived gaps. Submitted to HSHS as to how they should allocate the $4.8M endowment distributed for community grief support.
2. Cohen, M., Tavares, J., Hwang, A., & **Hawes, F.M.** (2022). Tracking Progress on Person-Centered Care: A Longitudinal View of those with LTSS and Complex Care Needs. https:/[/www.healthinnovation.org/resources/publications/tracking-](http://www.healthinnovation.org/resources/publications/tracking-) progress-on-person-centered-care-for-older-adults-how-are-we-doing
3. Keach, H., Johs- Artisensi, J., **Hawes, F. M,** Creapeau, L., & Olson, D. (2022). Long-Term Care Innovations Driven by the COVID-19 Pandemic., submitted to Center for Health Administration and Aging Services Excellence

**Total Grant Funding: $84,500**

1. **$15,500 (2026)**
Hawes, F. M. & Sabatini, S., Cross-National Comparative Analysis of Dementia Care and Long-Term Services and Supports for Older Adults in Spain, Principal Investigator, Blugold Commitment Grant International Fellows Program.
2. **$6,000 (2025)**
Hawes, F. M., *Exploring Ageism: Perspectives from Future Healthcare Professionals*, Principal Investigator, College of Business Summer Research Grant.
3. **$700 (2025)**

Cernohous, I. & Hawes, F. M., *Student Travel Application for the Presentation of Research Results*, Co-Principal Investigator, UWEC ORSP.

1. **$700 (2025)**Hawes, F. M. & Cochrane, E., *Student Travel Application for the Presentation of Research Results*, Co-Principal Investigator, UWEC ORSP.
2. **$21,000 (2024)**
Hawes, F. M. & Sabatini, S., Cross-National Comparative Analysis of Dementia Care and Long-Term Services and Supports for Older Adults in the United States and England, Principal Investigator, Blugold Commitment Grant International Fellows Program.
3. $**5,600 (2024)**
Creapeau, L., Johs-Artisensi, J., Hawes, F. M., & Bennishek, A., *Student Travel Application for the Presentation of Research Results*, Co-Principal Investigator, UWEC ORSP.
4. **$6,000 (2023)**
Hawes, F. M., Leading through loss: Experiences of nursing home administrators in training, Principal Investigator, College of Business Summer Research Grant.
5. **$700 (2023)**
Hawes, F. M., *Student Travel Application for the Presentation of Research Results – Luke B.*, Principal Investigator, UWEC ORSP.
6. **$700 (2023)**
Hawes, F. M., *Student Travel Application for the Presentation of Research Results – Karla G.*, Principal Investigator, UWEC ORSP.
7. **$700 (2023)**
Hawes, F. M., *Student Travel Application for the Presentation of Research Results – McKenna C.*, Principal Investigator, UWEC ORSP.
8. **$700 (2023)**
Hawes, F. M. & Platt, A., *Student Travel Application for the Presentation of Research Results – Addison P*, Co-Investigator, UWEC ORSP.
9. **$4,000 (2023)**
Cohen, M. & Hwang, A., Tracking Progress on Person-Centered Care: What does it really cost us to ignore Patient Preferences?, Co-Investigator, Scan Foundation.
10. **$2,600 (2023)**
Hawes, F. M., The Impact of Workplace Demands and Resources on the Job Satisfaction of Minority and Immigrant CNAs, Principal Investigator, ORSP Student Faculty Collaboration Grant.
11. **$2,600 (2023)**
Hawes, F. M., Experiences of nursing home administrators in training, Principal Investigator, ORSP Student Faculty Collaboration Grant.
12. **$3,200 (2022)**

**Hawes, F.M. Cambell, M., Vu. B., Ihm, K. LeadingAge Grants for Student Travel to Denver Colorado.**

1. **$6,000 (2022)**
Hawes, F. M., Occupational Stress and Job Satisfaction of Immigrant and Minority Long-Term Care Workers, Principal Investigator, College of Business Summer Research Grant.
2. **$2,600 (2022)**
Hawes, F. M., Experiences with and Attitudes Toward Death and Dying Among Nursing Home Staff, Principal Investigator, ORSP Student Faculty Collaboration Grant.
3. **$2,800 (2021).**

**Hawes. F.M., Kalthoff, M., Auger, D., Mehtala, H., LeadingAge Grants for Student Travel to National Conference in Atlanta, GA**

1. **$2,400 (2021)**
Johs-Artiseni, J., Olson, D., Hawes, F. M., & Creapeau, L., Long-Term Care Innovations Driven by the COVID-19 Pandemic Student/Faculty Research Collaboration, Co-Investigator, ORSP.

 **News Reports**

1. **2025**: *Republicans in Congress want to get rid of federal staffing requirement for nursing homes.* Quoted in Spectrum News. <https://spectrumnews1.com/wi/milwaukee/news/2025/06/04/nursing-home-staffing-requirement>, June 4, 2025.
2. **2022:** *UW–Eau Claire students make connections with Afghan refugees.* Quoted in *Leader-Telegram*, February 6, 2022

## Papers Under Review

1. **Hawes, F. M**. & Sabatini, S. (2025). "Exploring Challenges with Providing Care to Residents with Dementia and Comorbidities: A Qualitative Study in U.S. Nursing Homes," Initial Revise and Resubmit to Journal of Applied Gerontology
2. Lancaster, H., **Hawes, F. M.,** Eluigwe, K., & Sabatini, S., (2025). " Identification and Management of Comorbidities in Nursing Home Residents With Dementia: A UK-based Case Study. Initial submission to BMC.
3. Bergestuen,T**; Hawes, F.M.,** Quinn-Lee, Gyurci, A. &,Understanding grief support needs in rural communities: A mixed-methods study of service use, access barriers, and perceived gaps. Initial submission to Omega: Journal of Death and Dying
4. Wang; Dai; **Hawes**; Liu, & Shi (2025) Does Population Aging Constrain Household Economic Behaviors? Micro-Level Evidence and Causal Identification from Chinese Counties. Initial Submission to Proceedings of the National Academy of Sciences of the United States of America (PNAS)
5. **Hawes, F. M**. Inessah Cernohous, & Wang, S. "Exploring Ageism in Healthcare: Perspectives from Future Professionals," Initial submission to Gerontology & Geriatrics Education

# Working Papers

1. Sabatini, S. & **Hawes, F. M**."A Systematic Literature Review of Nursing Home Staff Perspectives on Providing Care to Patients with Dementia and Comorbidities."
2. Kabadurmus, O. **Hawes, F.,** Klein, J. (2025). Reducing Delays, Improving Care: A Tech-Enabled Wheelchair Management Solution. Targeted for International Journal of Health Planning and Management
3. **Hawes, F.M.,** Sabatini, S., Baltar, A., Feliciano (2026). Staff self-perceptions of aging and attitudes toward dementia care in Spanish nursing homes.

**Service**

**Service to the Gerontology Profession, Education, Management and/or Health Care**

**Academic Journal Referee**
Journal of Health Administration Education
PLOS ONE
Nursing Open
Health Services Insights
Journal of Applied Gerontology
BMC Psychology

Association of International Business Conference (International).

**Professional Mentorship**
**2020–2025** Faculty Mentor, AHCA/NCAL & HCAD Student Collaboration Quality Award – Silver Level
I serve as a conduit between undergraduate students and the AHCA/NCAL review process. I complete annual training alongside the students and assist in leading an undergraduate HCAD student team (3–4 students each year) in reviewing national quality award applications.

**Review Committees & Workgroups**
**2024–2025** Gerontological Society of America Awards Review Panel Member, Educator Resource Development Workgroup
**2024** Gerontological Society of America Awards Workshop/Webinar/Podcast Workgroup

**2022–Present** Gerontological Society of America Panel Member, Social Research, Policy & Practice Section Award Workgroup

**2023-2024:** Advancing Workforce Analysis and Research for Dementia (AWARD) Network Task Force

Awards Review Panel Member: Research internship program
**2022** Judge, Interprofessional Geriatric Case Competition, Minneapolis, MN

**Academic Organization Membership & Leadership**
**2023-present** Member, Wisconsin Hospice and Palliative Care Association (WiHPCA)

**2023- present Member,** Advancing Workforce Analysis and Research for Dementia (AWARD) Network

**2009–present** Member, Gerontological Society of America

**2017–2019** Executive Board Member, Massachusetts Women in Public Higher Education

**Academic Conference Service**
**2023** Conference Organizer, AAC&U Conference
**2022** Session Chair / Moderator, MBAA International, Chicago, IL
**2021, 2022, 2023** Session Chair / Moderator, Gerontological Society of America (International)

**University Service**

**2026** – **International Faculty Fellow Leader & Principal Investigator**, University of Barcelona, Spain (January)
 I will serve as the sole primary lead for an international faculty collaboration and research project examining long-term care

 delivery for individuals living with dementia in Spain. Oversaw the planning and travel for 4 students for 2 weeks.

**2025** – **Faculty Lead & Mentor**, Research in the Rotunda, Madison, WI (April)
 Mentored student researcher who presented at the event; coordinated travel and participated in travel with 16 attendees and

represented the university at the statewide research event.

**2025-** **Faculty Lead** — Innovation Health Challenge (University of Wisconsin–Eau Claire & Mayo Clinic Health System)

Co-Led a multidisciplinary student team focused on wheelchair inventory management, addressing frequent loss and misplacement of local hospital wheelchairs by designing a real-time tracking and inventory system.

**2024** – **International Faculty Fellow Leader & Principal Investigator**, University of Surrey, England (May)
 Directed international research and faculty engagement focused on dementia-specific care practices in long-term care

settings. Oversaw planning and travel for 3 students for 2 weeks.

**2023–Present** – **Member**, Council on Internationalization and Global Engagement (CIGE)

Subcommittees:2025 –present- Member, CIGE Proposal Review Subcommittee
 2023–2024 – Member, CIGE Community and Campus Engagement Subcommittee – International Faculty &

Student Outreach

**2023–2024**– **Member**, Faculty Senate University of Wisconsin- Eau Claire

**2022** – **Faculty Leader,** Domestic Intercultural Immersion Program (January)
 Co-Led 26 undergraduate university students on a 2 week immersion to assist in Afghan refugee resettlement at a

midwestern U.S. military base; coordinated logistics and provided intercultural and humanitarian learning experiences.

**2016-2019** –  **Member**, Faculty Senate Quincy College- MA

**Student-Faculty Collaborative Research Supervision**

**2025**

Inessah Cernohousa — Addressing Grief in Nursing Homes: Exploring Support Interventions for Staff

Inessah Cernohousb — Perceptions of Ageism Among Healthcare Students [ongoing multi-year study: year 2 of 3].

Inessah Cernohousc— Dementia Care in Spanish Nursing Homes [ongoing multi-year study: year 1 of 2].

Emma Cochrane — Challenges in Identifying and Managing Comorbidities for Nursing Home Residents with Dementia

 [ongoing multi-year study: year 2 of 2].

Kandis Fieber — Identifying Challenges Related to the Management of Comorbidities in People with Dementia in Residential Care

 [ongoing multi-year study: year 2 of 2].

Sara Lacoursiere — Exploring Challenges with Providing Care to Residents with Dementia and Comorbidities. [ongoing multi-year

 study: year 2 of 2].

Annika Gyruci — Community Grief Support

Emma Reinhart— Dementia Care in Spanish Nursing Homes [ongoing multi-year study: year 1 of 2].

Helena Martinson— Dementia Care in Spanish Nursing Homes [ongoing multi-year study: year 1 of 2].

Allison Pazdernik— Dementia Care in Spanish Nursing Homes [ongoing multi-year study: year 1 of 2].

**2024**

Inessa Cernohousa — Student-Led Intergenerational Programs in Nursing Homes

Inessa Cernohousb— Exploring Ageism in Healthcare. [ongoing multi-year study: year 1 of 3].

Alex Carlson — Speech Language Pathologists and Grief Counseling

Anna Benishek & Kendall Nord — The Influence of Workplace Demands and Resources on Job Satisfaction Among CNAs

Emma Cochrane — Dementia Care in US and English Nursing Homes [ongoing multi-year study: year 1 of 2].

Kandis Fieber — Dementia Care in US and English Nursing Homes research [ongoing multi-year study: year 1 of 2].

Sara Lacoursiere — Dementia Care in US and English Nursing Homes [ongoing multi-year study: year 1 of 2]

**2023**

Michael Beckfield — Friendly Fallers Friendship Village of Bloomington

Luke Bjorklund — Grief Support and Burnout in Nursing Homes

Karla Gomez — Grief Support and Burnout in Nursing Homes

Michael Schumacher — Job Satisfaction of Nursing Home Workers

McKenna Campbell — Leading through Loss: Attitudes and Experiences of Nursing Home Administrators in Training

Erin Young — Leading through Loss: Attitudes and Experiences of Nursing Home Administrators in Training

Addison Platt — Benefits to Learning About Baldrige and the Applications to Quality of Care

Jenna Thielding — Domestic Intercultural Experiential Learning: A Case Study Working with the Afghan Refugee Population

**2022**

Kellyann Byrne — A Place, a Process, a Passing: Hospice Care in Nursing Homes

Annabelle Howat — Compassion Quotient Survey: Importance of Valuing the Residents

Hannah Peroshek — Compassion Quotient Survey: Importance of Valuing the Residents

Hannah Keach — The Silver Linings of COVID-19 in Long Term Care

Alexandra Thiel — Youth-Led Intergenerational Programming to Combat Social Isolation of Older Adults

Reece Vydrzal — Domestic Immersion Case Studies on Cultural Understanding and the Afghan Experience

Zach Werts — Domestic Immersion Case Studies on Cultural Understanding and the Afghan Experience

**2021**

Karla Luraas — Love for My Community: Making Connections Through Intergenerational Community Service

**Departmental Service [ College of Business- Management and Leadership Programs]**

**2025**- Present: Member, Assurance of Learning (AOL), College of Business

**2021–2024**: Member, International Business Committee (IBC), College of Business
Subcommittees: 2023- Curriculum Updates Workgroup (2022): Contributed to the review and revision of international business

curriculum

**2021–Present**: Faculty Board Member, CHAASE (Center for Health Administration and Aging Services Excellence)

**2021 & 2022**: Faculty Co-Lead, LeadingAge Conference with Undergraduate Students
 – Provided mentorship and leadership in preparing students for conference participation
 – Facilitated student scholarship applications and successfully supported their selection
 – Coordinated travel logistics and represented the department at the national event

**Honors/Awards**

**2025**: [Year 1 of 3-year funded appointment] Blugold Faculty Fellow - College of Business, UWEC.

**2024:** 1st place for Student/ Faculty Collaborative Research Presented at ACHCA, American College of Health Care Administrators.

**2023:** Celebration of Scholarship Nominee, University of Wisconsin Eau Claire.  Scholarship was honored at the 18th Annual

Celebration of Scholarship (2023).

**2009:** 2nd and 3rd place honors- Poster Presentation on Thesis (Massachusetts Gerontological Association Annual Meeting and Spring Conference.