

Beth A. Hawks, MHA, Ph.D.
CDR, MSC, USN (ret.)
Associate Professor
Department of Health Administration and Policy
College of Public Health / George Mason University
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Research Interests

Public management, health policy, health services research, and organizational performance.

Education

Ph.D. Public Administration & Public Policy, American University, Washington, D.C. 2018
Dissertation: The Regulation of U.S. Nursing Homes: An Examination of
State and Federal Tools and Their Effect on Providers' Performance
Committee: Anna Amirkhanyan, Dave Marcotte, Taryn Morrissey,
Kenneth Meier ([Link](#))

MHA, The University of Scranton, Scranton, PA 2006

B.S. Health Policy and Administration, The Pennsylvania State University, PA 2000
Minors: Business/Liberal Arts, Gerontology, Human Development & Family Studies

Academic Appointments

Associate Professor (Instructional),
Capstone Internship Coordinator 2026-present
Department of Health Administration and Policy
College of Public Health
George Mason University, Fairfax, VA

Vice Chair for Graduate Programs 2023-2025
Department of Preventive Medicine and Biostatistics
Uniformed Services University, Bethesda, MD

Assistant Professor, Department of Medicine (secondary appointment) 2021-2025
F. Edward Hébert School of Medicine
Uniformed Services University, Bethesda, MD

Affiliate Graduate Faculty, Department of Health Administration and Policy 2021-2023
College of Health and Human Services
George Mason University, Fairfax, VA

Director, Master of Health Administration and Policy Program 2019-2023
Department of Preventive Medicine and Biostatistics
Uniformed Services University, Bethesda, MD

Residency Director, Master of Health Administration and Policy Program 2018-2019
Department of Preventive Medicine and Biostatistics
Uniformed Services University, Bethesda, MD

Assistant Professor, Department of Preventive Medicine and Biostatistics 2018-2025

(primary appointment) F. Edward Hébert School of Medicine
Uniformed Services University, Bethesda, MD

Other Positions and Professional Experience

Assistant Specialty Leader, General Healthcare Administration (leader of the Ph.D. community), U.S. Navy Medical Service Corps	2023-2025
Accreditation Director, Joint Commission on Hospital Accreditation, U.S. Naval Hospital Naples, Italy	2014-2015
Department Head, Materiel Management Department, U.S. Naval Hospital Naples, Italy	2013-2014
Chief Operations Officer, Naval Branch Health Clinic, Mayport, FL	2010-2012
Department Head, Department for Resources Management, Naval Hospital Jacksonville, FL	2008-2010
Patient Administration Officer and Medical Evacuation Officer, Expeditionary Medical Force, Camp Lemonier Djibouti, Africa	2007
Division Officer, Emergency Management Department, National Naval Medical Center, Bethesda, MD	2006-2007
Graduate Research Assistant, Department of Health Administration & Human Resources, The University of Scranton, Scranton, PA	2005-2006
Assistant Nursing Home Administrator, HCR-ManorCare Skilled Nursing Center, West Reading, PA	2000-2004

Publications

Yoon, J., **Hawks, B.A.** (2025). Improvement in Physical and Mental Health Attributable to the Affordable Care Act. *Frontiers in Health Services*, 5, 1466958.

Hawks, B. A., Perloff, J., Kumar, V. S., Larson, M. J., & Chapman, J. D. (2025). Looking at military health system surgical procedures through the lens of an episode grouper. In *Healthcare* (Vol. 13, No. 1, p. 100759). Elsevier.

Betancourt, C. A., Goldberg, D. G., **Hawks, B. A.**, & Kitsantas, P. (2023). Perspectives of homeless veterans living with substance use disorders (SUD) and mental illness. *Heliyon*, <https://doi.org/10.1016/j.heliyon.2023.e20364>.

Betancourt, C.A., Kitsantas, P., Goldberg, D.G., & **Hawks, B.A.** (2022). Prescription Opioid Misuse and Suicidal Behaviors Among US Veterans: A Cross-Sectional Study from the 2015–2019 National Survey on Drug Use and Health. *The Journal of Behavioral Health Services & Research*, 1-15.

Betancourt, C.A. Kitsantas, P., Goldberg, D.G., **Hawks, B.A.** (2021). Substance Use Relapse Among Veterans at Termination of Treatment for Substance Use Disorders. *Military Medicine*, usab280, <https://doi.org/10.1093/milmed/usab280>.

Amirkhanyan, A.A., An, S.-H., **Hawks, B.A.**, & Meier, K.J. (2020). Learning on the Job: The Impact of Job Tenure and Management Strategies on Nursing Home Performance. *Administration & Society*, 52(4), 593–630. <https://doi.org/10.1177/0095399719874755>.

Book Chapter

Novak, D. A., **Hawks, B. A.**, Revere, F. L., & Hallowell, R. (2022). Sustainability in a Health Systems Science Program: Assessment, Evaluation, and Continuous Improvement. Health Systems Science Education: Development and Implementation (The AMA MedEd Innovation Series) -E-Book: Vol 4 in the AMA MedEd Innovation Series, 4, 103.

Service to University

Member, Sub-Committee on Graduate Program Review, Graduate Education Committee, School of Medicine, USU 2024-2025

Panel Judge, Doctor of Nursing Practice (DNP) Poster Contest, Graduate School Nursing, USU 2023

Member, Graduate Education Committee, School of Medicine, USU 2023-2025

Chair, Dept. of Preventive Medicine & Biostatistics Graduate Program Steering Committee, School of Medicine, USU 2023-2025

Member, Dept. of Preventive Medicine & Biostatistics, Member, Executive Committee, School of Medicine, USU 2022-2025

Chair, Dept. of Preventive Medicine & Biostatistics, MHAP Program Curriculum Evaluation Task Force, School of Medicine, USU 2020-2021

Member, School of Medicine Curriculum Integration Sub-Committee (Executive Curriculum Committee), USU 2019-2025

Member, Dept. of Preventive Medicine & Biostatistics Medical Education Committee, School of Medicine, USU 2019-2025

Member, Dept. of Preventive Medicine & Biostatistics Admissions Committee, School of Medicine, USU 2018-2021

Member, Dept. of Preventive Medicine & Biostatistics Search Committee (MPH Program Director and MPH Student Research Director), School of Medicine, USU 2019

Service to Academic Community

Association of University Programs in Health Administration (AUPHA) *Chair-Elect* for the Interprofessional Education Faculty Forum 2025-present

Association of University Programs in Health Administration (AUPHA) 2023 Annual Planning *Committee Member* 2023-2024
2022-2023

National Board of Medical Examiners (NBME), *Committee Member*, Health Systems Science Subject Examination Task Force. 2023-2024
2020-2021

Funding

Co-Investigator, Department of Defense, Defense Health Agency (DHA) 2023 Military Health Systems Research (MHSR) Program

"Impacts of TRICARE's Behavioral Health Benefit Expansions on Behavioral Health Care Utilization, Beneficiary Health, and Health Readiness of the Force." (\$1,032,356), September 8, 2023 – September 7, 2025.

Co-Investigator, American Medical Association Research Grant

“Assessment of Health Systems Science in Clinical Environments.” AMA Grant 2023 (\$30K), February 2023 – February 2025.

Principal Investigator, USU Health Services Research Program, 2020-2022 (HSRP 87-9541)
“Continuation Study: Looking at MHS Surgical Procedures through the Lens of an Episode Grouper” (\$250,000), June 2020 – Nov 2023.

Principal Investigator, USU Health Services Research Program, 2018-2019 (HSRP 87-9541)
“Looking at MHS Surgical Procedures through the Lens of an Episode Grouper” (\$100,000), October 2018 – January 2020.

Teaching at George Mason (2026-present)

<u>Position/Course</u>	<u>Department/Institution</u>	<u>Term/Year</u>
Co-Course Director, HAP-489: <i>Pre-Internship Seminar</i> , 15-week course, 3.0 credit hours, 25 students, offered 3x per year	Health Administration & Policy, George Mason	Spring 2026
Co-Course Director, HAP-498: <i>Healthcare Mgmt. Internship</i> , 15-week course, 4.0 credit hours, 16 students, offered 3x per year	Health Administration & Policy, George Mason	Spring 2026

Teaching at USU (2018- 2026)

<u>Position/Course</u>	<u>Department/Institution</u>	<u>Term/Year</u>
Course Director, PMO-529: <i>Healthcare Financial Management</i> , 12-week course, 1.5 credit hours, 13 students, offered 1x per year	Preventive Medicine & Biostatistics, USU	Spring 2019-2026
Co-Course Director, PMO-1026: <i>Current Issues in Healthcare Management</i> , 12-week course, 1.5 credit hours, 13 students, offered 1x per year	Preventive Medicine & Biostatistics, USU	Spring 2019-2025
Course Director, PMO-523: <i>Fundamentals of US Health Policy</i> , 12-week course, 2.25 credit hours, 18 students, offered 1x per year	Preventive Medicine & Biostatistics, USU	Winter 2019-2024
Inaugural Co-Course Director, Health Systems Science Curriculum, 176 students, offered throughout pre-clerkship, clerkship, and post-clerkship phases	UME, in School of Medicine, USU	2019-2025
Co-Course Director, Health Systems Science Curriculum and Global Perspectives Seminar combined in <i>Interprofessional Education</i> , 245 students, pre-clerkship, offered over 1 academic year (11 sessions)	UME in School of Medicine and graduate education in School of Graduate Nursing, USU	2020-2025
<i>Value in Healthcare</i> Session (Pre-Clerkship) 245 students, offered 1x per year	<i>Musculoskeletal Module</i> IPE Schools of Medicine & Graduate School of Nursing, USU	2024-2025

Health Policy Session (Pre-Clerkship) 176 students, offered 1x per year	Foundational Module UME in School of Medicine, USU	2020-2024
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Paying for Healthcare Session (Pre-Clerkship) 176 students, offered 1 x per year	Multi-Systems Module UME in School of Medicine, USU	2019-2024
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Course Director, PMO-1005: <i>Strategic Planning & Marketing for Healthcare Systems</i> , 6-week course, 2 credit hours, 12 students, offered 1x per year	Preventive Medicine & Biostatistics, USU	Summer 2019 & 2020
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Co-Course Director, Leadership In Health Systems Intersession, 6-day <i>HSS Intersession Course</i> , 176 students, offered 1x per year	Multi Systems Module UME, USU	Winter 2019
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Certification and Licensure

Certified Defense Financial Manager	2009
Licensed Nursing Home Administrator- Pennsylvania (inactive-NH-006403)	2003

Honors and Awards

<i>David F. Cruess Outstanding Educator Award</i> , F. Edward Hébert School of Medicine, Uniformed Services University of the Health Sciences, Bethesda, MD	2022
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<i>Innovation in Teaching Award (Basic Science)</i> , F. Edward Hébert School of Medicine, Uniformed Services University of the Health Sciences, Bethesda, MD	2022
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<i>Faculty Impact Award</i> , F. Edward Hébert School of Medicine, Uniformed Services University of the Health Sciences, Bethesda, MD	2021
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<i>Dean's Annual Faculty Teaching Award (Basic Sciences)</i> , F. Edward Hébert School of Medicine, Uniformed Services University of the Health Sciences, Bethesda, MD	2021
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<i>Faculty Impact Award</i> , F. Edward Hébert School of Medicine, Uniformed Services University of the Health Sciences, Bethesda, MD	2019
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<i>Charles H. Levine 2017 Ph.D. Student Manuscript Award</i> , American University, School of Public Affairs, "How Competition and Transparency Interact: Case Study Results from U.S. Nursing Homes"	2017
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U.S. Navy- Doctor of Philosophy, Duty Under Instruction Scholarship	2014
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The University of Scranton <i>Outstanding Graduate Award</i> in the Department of Health Administration	2006
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Upsilon Phi Delta - National Honor Society in Healthcare Management and Policy <i>University of Scranton</i>	2006
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U.S. Navy- Health Services Collegiate Program Scholarship	2004
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Sigma Phi Omega – National Honor and Professional Society in Gerontology <i>Penn State University</i>	1998
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Peer-Reviewed Conference Presentations

Tahan, N., Edmonson, K., Betancourt, C., **Hawks, B.**, "Establishing A Digitally-Driven Ecosystem Supporting Health Administration Education: A Health Informatics and Information Sciences Perspective," Association of University Programs in Health Administration Annual Meeting, Education Session Presentation, Columbus, OH, June 19, 2025. (Oral presentation by N. Tahan, K. Edmonson, and B. Hawks).

Tahan, N., Betancourt, C., **Hawks, B.**, "Mechanisms of Resilience Capacity and Activation within Military Health Systems," Educational poster presentation at Association of Military Surgeons of the United States (AMSUS) Annual Meeting, National Harbor, MD, March 4, 2025. (Poster presented by N. Tahan).

McCants, K., Rey, J., **Hawks, B.**, Seibert, D., "An Evaluation of the Implementation of an Evidence-Based DNP Curriculum: A 5-year trend analysis," American Association of Colleges of Nursing, Poster Presentation, New Orleans, Louisiana, December 5, 2024. (Poster presented by K. McCants).

Hawks, B., Chu, K., Sanchez, Betancourt, C., "Reevaluating Professionalism: A Contemporary Approach to Professionalism Curriculum in Health Administration," Association of University Programs in Health Administration Annual Meeting, Education Session Presentation, Tampa, FL, June 4, 2024. (Oral presentation by all four authors).

Hawks, B., Ibay, E., Pruitt, Z., "A Seat at the Table: Integrating Health Administration into University-wide Interprofessional Education," Association of University Programs in Health Administration Annual Meeting, Education Session Presentation, National Harbor Gaylord, MD, June 29, 2023. (Oral presentation by all three authors).

Hawks, B., Ford, B., Chu, K., (2022). An Innovative Approach to Building Effective, Multi-Disciplinary Health Care Delivery Teams, Composed of Leaders of Transformation. Poster presentation at the AMA's Health Systems Science Summit, Chicago, IL, December 5-6, 2022. (Poster presentation by B. Hawks and B. Ford).

Yoon, J., and **Hawks, B.** (2021). The Impact of the Patient Protection and Affordable Care Act on Health and Racial/Ethnic Health Disparities. American Public Health Association (APHA) Conference, October 27, 2021. Denver, CO (Oral presentation by B. Hawks).

Amirkhanyan, A., An, Seung-Ho, **Hawks, B.**, & Meier, K. (2017). Learning on the Job: The Impact of Managerial Longevity and Management on Nursing Home Performance. APPAM Annual Meeting, November 2017, Chicago, IL. (Oral presentation by S.-H. An).

Stoudt, B. A. (2006). Emergency Preparedness: What the Public Needs to Know About Their Local Healthcare Providers' Plans. Business & Health Administration Track, MBAA International Annual Meeting, March 2006, Chicago, IL. (Oral presentation).

Invited Talks

Hawks, B., Kumar, V.S., Chapman, J., Larson, M.J., Perloff, J. (2024). Resource Use in the Military Health System: An Examination of Mixed Care Settings Using An Episode Grouper. PMB Seminar, USUHS, Bethesda, MD, September 25, 2024 (Oral presentation by B. Hawks).

Hawks, B., (2024) [Building Your Academic Skills: USU's Master of Health Administration & Policy Program](#), Military Health System Conference, Portland Convention Center, Portland, OR, April 11, 2024.

Hawks, B., Kumar, V.S., Chapman, J., Larson, M.J., Perloff, J. (2024) Looking at MHS Surgical Procedures through the Lens of an Episode Grouper, State of the Science: Health Services Research in

the Military Health System, Henry Jackson Foundation, Rockville, MD, April 3, 2024 (Oral presentation by B. Hawks).

Hawks, B., Chu, K., (2023) Health Systems Science at USU, PMB Seminar, USUHS, Bethesda, MD, March 8, 2023 (Oral presentation by B. Hawks and K. Chu).

Hawks, B., (2022). Implementation Science. Dissertation Seminar for PhD Students (Social Policy), Brandeis University, Waltham, MA, September 19, 2022

Yoon, J., **Hawks, B.**, (2022) Effects of the Affordable Care Act on Health and Racial/Ethnic Health Inequality: Lessons for the Military Health System. PMB Seminar, USUHS, Bethesda, MD, February 2, 2022 (Oral presentation by J. Yoon and B. Hawks).

Hawks, B., Kumar, V.S., Chapman, J., Larson, M.J., Perloff, J. (2022). Looking at MHS Surgical Procedures Through the Lens of an Episode Grouper. Center for Health Services Research, USUHS, Bethesda, MD, February 24, 2022 (Oral presentation by B. Hawks).

Hawks, B., (2020). The Complexities of Policy Implementation: The DoD and Beyond. AP Government, Walt Whitman High School, Bethesda, MD, February 11, 2020.

Hawks, B., Kumar, V.S., Chapman, J., Larson, M.J., Perloff, J. (2019). Looking at MHS Surgical Procedures Through the Lens of an Episode Grouper. PMB Seminar, USUHS, Bethesda, MD, October 30, 2019 (Oral presentation by B. Hawks).

Professional Memberships

The American College of Healthcare Executives	2000-present
American Public Health Association	2021-2022
Association for Public Policy Analysis & Management	2015-present
American Society of Military Comptrollers	2009-present

Manuscript Referee

<i>Journal of Health Administration Education</i>	2024-present
<i>Journal of Behavioral Public Administration</i>	2020-present

Other Professional Training

American Medical Association, Health Systems Science Scholars Program	2019-2020
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Doctoral Dissertation Committees:

Christian Betancourt, PhD in Health Services Research, George Mason University (Defended 2022)
Aeric Koerner, PhD in Public Administration, American University (Defended 2021)

Faculty Project Advisor at USU:

<i>MHAP Program 1st-Year Students, advisor for Capstone Project:</i>	
LT Chris Stills, MSC, USN, and LT Emily Lane, MSC, USN	Sept 2018-June 2019
LTJG Doudoubite Korabou, MSC, USN,	
ENS Anquanette Sterling, MSC, USN, and Mr. Emmanuel Okeke	Sept 2019-June 2020
ENS Kristina Martinez, MSC, USN, and Capt. Veronica Collins,	Sept 2020-June 2021
MSC, USAF	
ENS Daniel Slaughter, MSC, USN, and William Ferguson, MSC, USN	Sept 2021-June 2022
ENS Pierre St.Hillaire, MSC, USN	Sept 2022-Aug 2023
ENS Mecole Cooper, MSC, USN *honors with distinction	Sept 2023-Aug 2024

MAJ Kristina Nauck, MSC, USA

Sept 2024-May 2025

MHAP Administrative Residents, advisor for Graduate Management Project:

LTJG Michael Weaver, MSC, USN, and MAJ Clint Mitchell

Sept 2018-June 2019

LT Chris Stills, MSC, USN, LT Emily Lane, MSC, USN, and

Sept 2019-June 2020

LTJG Doudoubite Korabou, MSC, USN

ENS Anquanette Sterling, MSC, USN, and Mr. Emmanuel Okeke

Sept 2020-June 2021

ENS Kristina Martinez, MSC, USN, and Capt. Veronica Collins,
MSC, USAF

Sept 2021-June 2022

ENS Daniel Slaughter, MSC, USN, and William Ferguson, MSC, USN

Sept 2022-June 2023

ENS Pierre St.Hillaire, MSC, USN

Sept 2023-June 2024

ENS Mecole Cooper, MSC, USN

Sept 2024-May 2025