

**Charlotte Thomas-Hawkins, PhD, RN, FAAN**  
**Biosketch**

A veteran of over 25 years of clinical practice experience as a staff nurse, nurse manager, and advanced practice nurse in acute care and outpatient settings, Dr. Charlotte Thomas-Hawkins joined the Rutgers School of Nursing (SON) faculty after receiving her PhD from the University of Pennsylvania School of Nursing. She is a tenured Associate Professor and the Associate Dean for the Division of Nursing Science in the School of Nursing. She also serves as the Co-Chair of the SON's Anti-Racism and Anti-Bias Committee, the Chairperson for the Rutgers Biomedical Health Sciences (RBHS) Diversity Leadership Council, and a member and past Chairperson of the RBHS Anti-Racism Task Force.

Dr. Thomas-Hawkins is an active nursing workforce researcher, and her program of research has largely focused on the impact of nurse staffing, adequacy of nursing care processes, workload, and practice environment support on patient safety and nurse outcomes in outpatient dialysis settings. This work was supported by research grants from the American Nephrology Nurses' Association and led to changes in CMS federal requirements for RN staffing in all US outpatient dialysis centers. Her current work is focused on the impact of workplace racism on nurses' well-being and job-related outcomes across practice settings.

Dr. Thomas-Hawkins received her diploma in nursing from Temple University Hospital School of Nursing, Philadelphia, PA; her Bachelor of Science in Nursing from Thomas-Jefferson University, Philadelphia, PA; and her Master of Science in Nursing and PhD in nursing science from the University of Pennsylvania, Philadelphia, PA. She was inducted as a Fellow in the American Academy of Nursing in October 2019.