



PhD Program in Nursing Graduate Student Handbook 2025-2026

307 Trent Drive
DUMC 3322
Durham, NC 27710
Phone: (919) 684-8456 (PhD Program Coordinator Office)
<http://www.nursing.duke.edu>

About this handbook:

Each academic program of the Duke University School of Nursing has developed its own Student Handbook. Information relevant to all programs is included in all handbooks, supplemented by program-specific information. Wherever possible, students are referred also to electronic references via the use of hyperlinks. This Student Handbook is designed to be a ready resource for currently enrolled PhD students and faculty of the PhD Program in Nursing at Duke University School of Nursing, and for prospective applicants to the Program. Changes will be made to the electronic version of the handbook as they occur. Consult the electronic copy for the most current information.

Because the PhD Program in Nursing is a doctoral program within the Duke University Graduate School, students are also responsible for knowing and following the University policies and requirements described in the 2024-2025 [Bulletin of the Duke University Graduate School](#).

Contents

DEAN'S WELCOME	1
ASSISTANT DEAN'S WELCOME	2
ACADEMIC CALENDAR	3
Academic Programs	4
DUKE UNIVERSITY SCHOOL OF NURSING	5
Mission	5
Philosophy	5
Human Beings	5
Society/Environment	5
Health	5
Health Care Delivery	5
Nursing.....	6
Teaching/Learning	6
Statement of Inclusion and Belonging.....	6
Core Values.....	7
ACADEMIC INTEGRITY	7
The Duke Community Standard.....	7
Academic Integrity and Professionalism Policy for DUSON Students.....	7
Civility and Professional Conduct	8
Dispute Resolution	8
Graduate School Grievance Process	8
OVERVIEW OF THE PHD PROGRAM IN NURSING	8
PhD Program in Nursing Goals.....	8
PhD Program in Nursing: Administration, Staff, and Faculty.....	10
Assistant Dean	10
Program Coordinator.....	10
Program Faculty.....	10
PhD Program Committee.....	11
PhD Admissions Committee	11
ACADEMIC POLICIES AND PROCEDURES	11
Overview.....	11
Organization of this Section:	11
Confidentiality and Release of Student Records	11
Graduate School Requirements for the PhD Degree.....	12
Student Progression with Course of Study	12
Timeline for Completion of the PhD Degree	12
Academic Advisement	12
First Year Advisement.....	12
Primary Faculty Advisor	12
The Supervisory Committee	13
Appointment and Composition	13
Responsibilities of the Supervisory Committee.....	13
Responsibilities of Graduate Students in Advising Relationships.....	13
PhD Student Expectations	14
Nursing License.....	14
Personal Computer Requirements and Study Space.....	14
Duke University School of Nursing PhD Program	14
MATRICULATION PLANNING	14
Coursework Requirements for All PhD Students.....	15
Preliminary (Admission to PhD Candidacy) Exam (written).....	16

Electives	16
Synthesis and Practicum Courses	17
Supervisory Committee	17
Preliminary Examination.....	18
Dissertation Proposal Defense	18
Dissertation	18
Registration Requirements	18
Grades.....	19
GPA Requirement	19
PhD Program in Nursing Policy on Academic Warning/Academic Probation.....	19
The Grade of "Incomplete".....	19
Separation from the School of Nursing	19
Leave of Absence	20
Student Parental Leave.....	20
Returning from a Leave of Absence.....	20
Withdrawal from the Graduate School	20
Student Request for Voluntary Withdrawal	20
Involuntary Withdrawal from the School of Nursing.....	21
Educational Experiences in Research and Teaching:.....	21
PhD Student Required Graduate Assistantship	21
PhD in Nursing: Course Requirements	21
Post-baccalaureate Students.....	22
Coursework Requirements for All PhD Students.....	22
PHD PROGRAM IN NURSING COURSE DESCRIPTIONS.....	22
Mentored Research and Teaching Experiences.....	26
The Research Practicum	26
Research Practicum Description.....	26
Research Practicum Specifications	26
Evaluation of the Practicum	27
Research Assistantships.....	27
Instruction in the Responsible Conduct of Research.....	27
Coursework Requirements for All PhD Students.....	27
Required Teaching Courses	27
Certificate in Nursing Education	28
Certificate in College Teaching (CCT).....	28
Scholarly Portfolio	28
Contents of the Scholarly Portfolio	29
Benchmarks of PhD Student Progression	29
First Year.....	29
Student benchmarks by completion of the first year:.....	30
Second Year	30
Student benchmarks by completion of the second year:.....	30
Third Year	30
Student benchmarks at the completion of the third year:.....	31
Fourth Year	31
Student benchmarks at the completion of the fourth year:	31
Annual Review of Progress Toward the PhD Degree.....	31
Examinations	31
1. Preliminary Examination.....	31
Content of the Preliminary Exam	32
Readiness to take Preliminary Exam.....	32
The Preliminary Examination Process	32

Preliminary Examination Evaluation Rubric	33
Preliminary Examination Results	33
2. The Dissertation Proposal	34
The Dissertation Proposal Defense.....	34
3. The Dissertation	35
Items to Be Reviewed Before Scheduling the Dissertation Defense	36
Composition of the Dissertation Committee.....	36
Final Dissertation Defense	37
Dissertation Defense and Application to Graduate Process.....	37
GRADUATE RECOGNITION AND COMMENCEMENT	38
Duke University Commencement Exercises	38
Duke University Graduate School Hooding	38
School of Nursing Graduate Recognition Ceremonies	38
Tuition and Fees	38
School of Nursing Support for PhD Students.....	39
Tuition.....	39
Graduate School Fees	39
University Health Fees	39
Stipends	39
Other Fees (Student Costs).....	39
Parking Fee	39
Funding Support Opportunities	39
Conference Funding.....	39
Graduate School Awards	39
External Grants	40
NON-ACADEMIC POLICIES AND PROCEDURES	40
Duke University – Tobacco Free Campus Policy	40
Alcohol / Drug Policy	40
Reasonable Accommodation Process.....	40
Duke University Office for Institutional Equity.....	41
Duke University Non-Discrimination Statement	41
Communication between Duke University and Students.....	41
Use of Social Media	41
Overview.....	41
Social Media Defined:.....	41
Consequences:.....	42
Creating Social Media Pages and Sites:	43
DUSON Student Flu Policy	43
Policy:	43
Procedure:	43
RESOURCES (DUKE UNIVERSITY)	44
Duke Student Health Services	44
Student Mental Health Services	45
Blue Devils Care	45
DukeReach.....	45
Safety	45
Duke University Police	45
Get Assistance	46
Duke University Student Affairs	46
Graduates and Professional Student Council (GPSC)	46
The Libraries	47
The Duke University Medical Center Library (DUMCL).....	47

DUSON GENERAL INFORMATION	48
Student Identification Badges / Cards	48
Parking	48
ePrint	48
Name and Address Changes	48
Technology Support.....	49
DUSON RESOURCES TO SUPPORT STUDENTS	49
DUSON STUDENT ORGANIZATIONS.....	49
Appendix A.....	50
Duke University School of Nursing Student Complaint and Dispute Resolution Process	50
For Academic Issues	50
Appendix B.....	53
Academic Integrity and Professionalism Policy for Duke University School of Nursing Community	53
Appendix C.....	57
Duke University School of Nursing	57
Process for Dispute Resolution Related to the Duke Community Standard or School of Nursing Academic Integrity and Professionalism Policy	57
Appendix A and C Flowcharts	61
Appendix D	64
Graduate School Judicial Code and Procedures	64
The Graduate School Judicial Board	64

DEAN'S WELCOME

Welcome to Duke University School of Nursing (DUSON), a global leader in nursing education, science, and innovation. We are proud of the work our community is doing to transform health care, and we are honored and delighted that you are joining us!

Our mission at DUSON is to advance health equity and social justice by preparing nurse leaders and innovators with a commitment to improving health outcomes through transformative excellence in education, clinical practice, and nursing science.

Nurses—the country's largest, most expertly-skilled, and most trusted segment of frontline health care providers—are uniquely poised to effect change. Throughout your course of study, you will learn more about how DUSON is leading the way in transforming models of healthcare and driving meaningful and impactful change in our healthcare and public health systems—both in the US and around the globe.

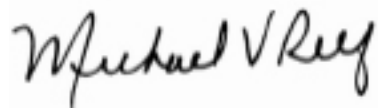
As a DUSON student, you will have the opportunity to work with and learn from faculty who are passionate educators and experts in their respective fields. You are also joining an inclusive community dedicated to fostering a sense of belonging in every aspect of our work.

Our School's [leaders](#) and I, as well as faculty and staff, are committed to your success and well-being, so as you embark on this new journey, we encourage you to familiarize yourself with our Student Handbook. Here you will find information on our philosophy, academic policies and procedures, clinical requirements, course information, and the many resources DUSON and Duke provide to assist you in being a successful student. We are here for you, and we want to ensure that you have everything you need to be a top nursing leader. If you have a concern or ideas, please contact your faculty advisor, course faculty, program assistant dean, and/or staff in the [Office of Student Services](#), or the [Student Success Center](#).

In becoming a DUSON student, you now join a large, collaborative community including more than 9,000 [alumni](#). I urge you to fully engage with this range of opportunities, including seminars, speakers, local and global clinical immersion experiences, community placements, student clubs, cultural and athletic events, and more. Keep up with all our community [News](#) and follow our [Facebook](#), [Instagram](#) and [LinkedIn](#) pages.

I'm looking forward to you joining us as we pave the pathway for a new paradigm for the future of nursing. On behalf of the DUSON administration, faculty, and staff, welcome to Duke!

Sincerely,



Michael V. Relf, PhD, RN, ANEF, FAAN

Dean, Duke University School of Nursing

Associate Chief Nurse Executive of Academic Partnerships and Innovation, Duke Health

Mary T. Champagne Distinguished Professor of Nursing

ASSISTANT DEAN'S WELCOME

I'd like to extend my warmest welcome to both our new and returning PhD students. Whether you are just beginning your journey or continuing your work, we are so glad you are part of our scholarly PhD program community at the Duke University School of Nursing.

The PhD Program Office and our faculty are deeply committed to fostering a collegial, rigorous, and inclusive environment that supports your growth as nurse scientists, leaders, and change agents. Throughout your time in the program, you will be challenged to expand your thinking, sharpen your expertise, and contribute to a body of knowledge that promotes health equity and advances nursing science.

As you navigate the year ahead, I hope this handbook serves as a helpful guide. But more importantly, I hope you continue to find inspiration in your work, connection in this community, and confidence in your potential to lead meaningful change in nursing and health care.

We are proud to support your development and honored to walk alongside you on this important journey. Please reach out to me (mitchell.knisely@duke.edu) or our Senior PhD Program Coordinator (Cynthia Hoglen; cmhoglen@duke.edu) should you need any additional guidance.

I look forward to working with you, your advisor, and the entire DUSON community to support your journey this academic year!

Mitchell Knisely, PhD, RN, ACNS-BC, PMGT-BC, FAAN
Assistant Dean, PhD & Postdoctoral Programs

ACADEMIC CALENDAR

For the 2025-2026 Academic Year, the School of Nursing has five Academic Calendars: one for the [ABSN Program](#); one for the [MN Program](#); one for the [MSN and DNP](#), excluding Nurse Anesthesia, students; one for [Nurse Anesthesia DNP](#) students and one for [PhD students](#). Consult the appropriate Academic Calendar for information regarding the academic year (i.e., semester beginning and ending dates, registration windows, holidays, etc.) The Graduate School Academic Calendar is available [here](#).

Offices

Dean's Office

Michael V. Relf
Dean of the School of Nursing
(919) 684-9444
michael.relf@duke.edu

Office of Global and Community Health Initiatives

Eleanor L. Stevenson
Interim Vice Dean for Global and Community
Health Affairs
(919) 660-3003
eleanor.stevenson@duke.edu

Office of Research Affairs

Sharron Docherty
Vice Dean for Research
(919) 668-3836
sharron.docherty@duke.edu

Office of Admissions

Brandon Holmes
Director of Admissions and Recruiting
(919) 668-6274
bgh7@duke.edu

Office of Academic Affairs

Anne L. Derouin
Vice Dean for Academic and Student Affairs
(919) 668-5375
anne.derouin@duke.edu

Office of Diversity, Equity & Inclusion

Ernest Grant
Vice Dean for Diversity, Equity, Inclusion and
Belonging
(919) 668-5103
ernest.grant@duke.edu

Office of Financial Aid

Jill C. Cordell
Senior Director, Financial Aid and Institutional
Research
(919) 684-9351
jill.cordell@duke.edu

Office of Student Services

Bebe T. Mills
Director of Student Services and Registrar
(919) 684-9151
bebe.mills@duke.edu

Academic Programs

Prelicensure Programs (Accelerated Bachelor of Science in Nursing and Master of Science Nursing)

Stephanie Gedzyk-Nieman, Assistant Dean
(919) 684-9364
stephanie.gedzyk-nieman@duke.edu

Master of Science in Nursing

Benjamin Smallheer, Assistant Dean
Phone: (919) 613 9787
benjamin.smallheer@duke.edu

Doctor of Philosophy in Nursing

Mitchell Knisely, Assistant Dean
(919) 613-3699
mitchell.knisely@duke.edu

Doctor of Nursing Practice

Mary Lou Affronti, Assistant Dean
(919) 684-9365
affron002@duke.edu

DNP-Nurse Anesthesia Program

Jessica Szydlowski, Assistant Dean
(919) 613-9767
jessica.szydlowski@duke.edu

DUKE UNIVERSITY SCHOOL OF NURSING

Mission

We, at the Duke University School of Nursing, advance health equity and social justice by preparing nurse leaders and innovators with a commitment to improving health outcomes through transformative excellence in education, clinical practice, and nursing science.

Philosophy

Duke University School of Nursing is committed to achieving distinction in research, education and patient care predicated on our beliefs regarding human beings, society and the environment, health and health care delivery, nursing, and teaching and learning.

Human Beings

We believe that the dignity of each human being is to be respected and nurtured, and embracing our diversity affirms, respects, and celebrates the uniqueness of each person. We believe that each human being is a unique expression of attributes, behaviors and values which are influenced by his or her environment, social norms, cultural values, physical characteristics, experiences, religious beliefs and practices. We also believe that human beings exist in relation to one another, including families, communities, and populations.

Society/Environment

As socio-cultural beings, humans are affected by and, in turn, influence the environments in which they exist, environments that are both internal (i.e., physiological, psychological, ethical) and external (i.e., cultural, political, social, economic, professional, global). Such environments influence the health of individuals and groups, and also influence health care delivery systems, access to care, and health disparities. We believe that society has a responsibility for providing environments that are conducive to maximizing the potential of its individual members and of society as a whole, for eliminating long-term inequities that contribute to health disparities, and for creating systems and roles that protect its members.

Health

We believe that optimal health does not preclude the existence of illness; health and illness exist on parallel continuums such that even people with chronic or debilitating illness may experience optimal levels of health through adaptation. We believe that all humans, from infants to the oldest of age, have a capacity to adapt to health and illness challenges whether they arise from environmental or genetic origins. Nursing's role is to assess, support adaptation, or intervene when the appropriate ability does not exist within the individual or group. Because health is an innate characteristic of humans, we believe that high quality health care is a human right.

Health Care Delivery

Maintaining optimal health and preventing disease for individuals, families, communities and populations depend on collaborative partnerships between patients/families/communities and teams of interprofessional providers of care. We believe that health care must be patient-centered and that mutual trust between patients and providers is created by relationships that reflect respect for dignity, diversity, integrity, self-determination, empathy, and a capacity for grace and empowerment. Patients/Families/Communities must be supported and encouraged in making care decisions and in engaging in the adaptive work needed for responding to health or illness challenges as they transition

through all levels of the care system.

Nursing

Nursing exists as a function of society for the protection of its members through legally sanctioned roles, responsibilities, and scopes of practice. We believe that nursing is a scholarly discipline centered on assisting people to protect, promote, and optimize their health and abilities, prevent illness and injury, and alleviate suffering. Nursing achieves this through the diagnosis and treatment of human responses to health threatening conditions, advocacy in the care of individuals and groups, and the generation and translation of research findings for nursing practice. Nursing is committed to a holistic and evidence-based approach to human caring and compassion; respecting the dignity, self-determination, and worth of all human beings. It is our belief that Nursing focuses on the uniqueness of each human being, guided by the systematic process of assessment, planning, implementation, and evaluation; the goal of which is to optimize the quality of adaptation in human beings.

We believe that nursing has a moral responsibility to the common good and an obligation to social justice and equitable access to culturally sensitive, high-quality care for all human beings. Nurses also are responsible for helping to reduce health disparities and reaching out to those, locally or abroad, who are vulnerable.

We believe that nurses begin as novices and progress to experts, with increasing complexities of knowledge, skills and values needed to promote, maintain, restore, support, and maximize adaptation of humans as they fluctuate along the wellness and illness continuums. We affirm our commitment to scientific inquiry, the advancement of knowledge and understanding, and the transfer of that knowledge to others for the good of society through innovation and the novel application of technology. We believe that all nurses must practice to the full scope of their education and training in environments where laws, standards of practice, and reimbursement regulations are commensurate with education and experience.

Teaching/Learning

We believe that our purpose is to develop nurse leaders in practice, education, administration and research by focusing on students' intellectual growth and development as adults committed to high ethical standards and full participation in their communities. We recognize that it is the responsibility of all individuals to assume ownership of and responsibility for ongoing learning, as well as to continually refine the skills that facilitate critical inquiry for lifelong learning.

The Duke University School of Nursing promotes an intellectual environment that is built on a commitment to free and open inquiry and is a center of excellence for the promotion of scholarship and advancement of nursing science, practice and education. We affirm that it is the responsibility of faculty to create and nurture academic initiatives that strengthen our engagement of real world issues by anticipating new models of knowledge formation and applying knowledge to societal issues. This, we believe, equips students with the necessary cognitive skills, clinical reasoning, clinical imagination, professional identity and commitment to the values of the profession, that are necessary to function as effective and ethical nurse leaders in situations that are underdetermined, contingent, and changing over time.

Statement of Inclusion and Belonging

At Duke University School of Nursing we are committed to creating a welcoming community that embraces all who enter our doors. We respect all community members, nurture them, build bridges, and create relationships that will

individually and collectively enhance our environment, in the classroom, in the clinic and in our communities.

Core Values

Excellence

We are entrusted to provide the highest quality education for our students and lead in the discovery of advances that improve the health of others.

Integrity

We are committed to honesty, transparency, and accountability for our actions and outcomes.

Collaboration

Through collaboration and teamwork, we multiply the impact of our work for the greatest possible benefit.

Respect

We treat others with civility, kindness and as equals in all interactions, and recognize that all members of our community offer valuable contributions.

Innovation

We thrive on bold creativity and ingenuity, finding solutions that define the future.

Diversity and Inclusiveness

Celebrate our diversity, eliminate barriers that prevent full participation of all, and strive for institutional equity.

ACADEMIC INTEGRITY

The Duke Community Standard

Duke University is a community dedicated to scholarship, leadership, and service and to the principles of honesty, fairness, respect and accountability. Citizens of this community commit to reflect upon and uphold these principles in all academic and non-academic endeavors, and to protect and promote a culture of integrity.

To uphold the Duke Community Standard:

- I will not lie, cheat, or steal in my academic endeavors;
- I will conduct myself honorably in all my endeavors; and
- I will act if the Standard is compromised.

Academic Integrity and Professionalism Policy for DUSON Students

In all educational, clinical, and professional situations, Duke University School of Nursing students are expected to conduct themselves in accordance with these principles:

- **Academic integrity,**
- **Professional integrity,** and
- **Respect for others**

as set forth in the Duke University School of Nursing Academic Integrity and Professionalism Policy. See the appendices to this handbook for the full text of the Personal Integrity and Professionalism Policy as well as the processes for dispute resolution for academic issues and for disputes related to the *Duke Community Standard* or the *School of Nursing Academic Integrity and Professionalism Policy*.

Civility and Professional Conduct

In an effort to articulate and cultivate habits for being a member of the DUSON community, the MSN program has adopted the following statement and community norms to help guide its community members in their interactions.

The Duke University School of Nursing community is dedicated to creating and maintaining a civil community of success that supports respectful discourse, openness to opposing points of view, and passionate dialogue with an intention to secure common ground.

To achieve civility within the community and facilitate a culture of success, it is essential for its members to uphold the following community norms:

- Assume goodwill – approaching situations positively;
- Communicate respectfully – listening actively and being timely; and
- Send the mail to the right address – taking the problem to the person involved and not going around or behind the involved person or up the chain of command without first attempting resolution with the involved person.
- We are all responsible for creating a civil and inclusive learning environment.

Dispute Resolution

In recognition of the fact that disputes or concerns will arise, DUSON has developed a process to address these issues. This process is built on a basic guideline of the DUSON community that any dispute should be resolved at the lowest level possible. Your course instructors, faculty advisor and Assistant Dean are resources available to you.

Another resource to assist with dispute resolution is the Ombudsperson services available through the Office of Institutional Equity. The full dispute resolution process is in the appendix of this handbook.

Graduate School Grievance Process

If an issue cannot be resolved satisfactorily through the School of Nursing Formal Resolution Process, the student may address, in turn, the Assistant Dean, the Senior Associate Dean of the Graduate School, and the Dean of the Graduate School, who shall be the final avenue of appeal. An appeal must be filed in writing with the next appropriate university officer within ten days after a decision has been formally rendered by any of the university officers mentioned above. (See Appendix D, pp. 67-69, Graduate School Judicial Code and Procedures.)

OVERVIEW OF THE PHD PROGRAM IN NURSING

PhD Program in Nursing Goals

The PhD Program in Nursing prepares nurse scholars who will advance nursing science and promote equitable health outcomes and care systems, with a focus on social determinants of health (SDOH). Students will acquire the knowledge and skills necessary to design, implement, and evaluate innovative models of care that improve health outcomes across diverse populations. Graduates of the program will be prepared to lead and transform nursing practice, policy, and research to promote health equity and social justice. PhD student tuition and 12-month stipends are **fully funded** for up to five years. At Duke University School of Nursing, we admit a small number of highly qualified, diverse applicants that work closely with one or more faculty members in a series of mentored experiences supported by formal

coursework.

PhD Program in Nursing Description

The program requires a minimum of 52 credit hours of graduate coursework. Students will work on research projects; it is expected most will graduate with several publications. Coursework is structured with a substantive core of nursing science and research methods to be taken in the School of Nursing. This core is expanded with elective courses that typically support the student's dissertation and future research career. These can be taken in other Duke University departments or other Universities that have an arrangement with Duke (i.e., University of North Carolina at Chapel Hill, North Carolina State University, North Carolina Central University). Additional requirements include research practica and elective credits that may count towards specialty certificates (i.e., teaching, global health, data science, entrepreneurship, etc.).

In addition to course work, the PhD Program in Nursing will require each student to develop a scholarly portfolio, successful completion of a preliminary examination, and a dissertation. Students are expected to disseminate their work through scholarly venues such as publications and conference presentations and apply for funding to support their training and dissertation research.

Terminal Objectives

After the PhD Program in Nursing, students will be able to:

1. Demonstrate advanced knowledge and understanding of health equity, social determinants of health (SDOH), and nurse-led models of care to improve health outcomes for a population and/or system of care.
2. Apply conceptual models and theories from nursing and other relevant disciplines to design and conduct research.
3. Use a health equity, SDOH, and/or nurse-led models of care lens to appraise research conducted in nursing and other disciplines.
4. Demonstrate scientific integrity and ethics across all phases of the research process.
5. Apply appropriate methods and analytic strategies to design, conduct, and evaluate research across phases of the research process, from discovery to translation.
6. Integrate socioculturally responsive approaches throughout the research process.
7. Disseminate research through a variety of venues to advance nursing science, health equity, and social justice.

Overview of Curriculum

At the end of the program, graduates of the PhD Program in Nursing will be prepared to build nursing science by leading interdisciplinary research initiatives addressing health equity and SDOH. The PhD Program builds upon the foundational knowledge and expertise acquired by a BSN, MSN, and DNP prepared nurse to develop competencies as a nurse scientist. To that end, the Program provides the student with:

- a broad perspective on philosophy of science and its application to solving challenging health problems facing our nation, particularly those related to health equity and SDOH;
- experience with common and emerging research design and methods;
- rigorous training in statistics;
- mentored research and teaching experiences to reinforce knowledge acquisition and skill development; and

- enrichment activities to advance competencies as a health equity minded nurse scientist

In addition to addressing the standards of Duke University, to further ensure the highest-quality PhD education, the PhD Program in Nursing is designed to meet the indicators of quality in research-focused doctoral programs set forth by the Graduate School through their Southern Association of Colleges and Schools (SACS) Accreditation and the American Association of Colleges of Nursing (AACN), and responds to the https://www.ninr.nih.gov/sites/default/files/docs/NINR_One-Page12_508c.pdf.

PhD Program in Nursing: Administration, Staff, and Faculty

Assistant Dean

The Assistant Dean for the PhD Program in Nursing provides primary leadership to School of Nursing faculty in developing, implementing, and evaluating the program. The Assistant Dean, in collaboration with the PhD Program Faculty and the Vice Dean for Academic and Student Affairs (VDSA), is responsible and accountable for the overall academic integrity of the PhD Program in Nursing, coordinates student and faculty activities within the program and, in conjunction with the VDSA oversees submission and management of training grants, and with the Vice Dean for Research Affairs oversees PhD student applications for internal and external funding. While students are assigned a primary advisor for the first year upon entry, the Assistant Dean serves as an additional advisor for all matriculating first-year graduate students and advocates for graduate students and the needs of the graduate program both within the School and in the University.

As the primary representative of the PhD Program in Nursing both within and beyond the School of Nursing, the Assistant Dean is designated as the Director of Graduate Studies (DGS) for the PhD Program in Nursing at Duke, and reports to the Dean of the Graduate School for responsibilities and activities related to the program as outlined in the Duke University Graduate School Bulletin, as well as to the VDSA in the School of Nursing for program leadership within the School.

Program Coordinator

The Senior PhD Program in Nursing Coordinator serves as the Director of Graduate Studies Assistant (DGSA) and handles PhD applicant inquiries, admissions procedures, graduate student registration, monthly payments for fellowships and teaching, and assists PhD students in scheduling Preliminary exams and the Final Dissertation Defense. The Program Coordinator works closely with the PhD Assistant Dean to direct the day-to-day functioning of the PhD Program Office.

Program Faculty

All Duke University School of Nursing faculty affiliated with the PhD Program in Nursing (hereafter identified as “PhD Program Faculty”) are listed on the [PhD Program Faculty web page](#) of the School of Nursing website. Each faculty listing includes a brief biographical sketch.

Non-nursing faculty are also affiliated with the PhD Program in Nursing via secondary or tertiary appointments. These faculty may have primary appointments in Duke University (e.g., Departments of Sociology, Economics, and Public Policy; Divinity School; Fuqua School of Business) or in the Duke University Medical Center (e.g., Departments of Medicine, Pediatrics, Surgery, Psychiatry, Community, and Family Medicine; Comprehensive Cancer Center; Center for the Study of Aging and Human Development). The [criteria for Graduate Faculty membership](#) are listed by the Graduate School. Faculty with appointment with the Graduate School can also be searched in a [directory](#).

Program faculty participate in decision-making concerning the affairs of the school through the Faculty Governance Association (FGA), which is comprised of all faculty members holding primary regular rank academic appointments (tenure, clinical or research track) in the School. PhD Program Faculty members also serve on two FGA committees that provide faculty oversight of the PhD Program in Nursing: the PhD Program Committee and the PhD Admissions Committee. PhD Program Faculty also participate in regular PhD Program meetings, approve curriculum, and inform strategies to ensure successful PhD student progression and professional development.

PhD Program Committee

The PhD Program Committee provides faculty oversight of the policies, curriculum, student progression, and academic standards of the PhD Program in Nursing.

PhD Admissions Committee

The PhD Admissions Committee reviews and selects applicants who meet admission criteria with participation by the members of the PhD Program Faculty.

Two PhD student representatives are elected to the PhD Program Committee by their peers. All current PhD students participate in PhD applicant Visitation Day events conducted each February. Student representatives to the PhD Program Committee may count 2-3 hours per week as service hours.

ACADEMIC POLICIES AND PROCEDURES

Overview

The students, faculty and staff of the Duke University School of Nursing are part of the academic community of Duke University and as such are subject to the policies, rules, and regulations of the University as a whole. Additionally, the School and its respective programs may, as deemed necessary, develop its own policies and procedures to augment those of the University.

This Handbook includes information from and addenda to the current [Bulletin of the Duke University School of Nursing](#). This handbook should not be viewed as a replacement for the School of Nursing Bulletin, the [Bulletin of the Duke University Graduate School](#), or policies of the University as a whole.

- Additional information about the PhD Program in Nursing can be obtained by contacting the PhD Program Coordinator at SONPHDProgram@duke.edu or 919 684-8456, or by consulting the Duke University [School of Nursing PhD Program](#) webpage.
- Additional information about School of Nursing policies and procedures is provided in the current [Bulletin of the Duke University School of Nursing](#).

Organization of this Section:

Each academic program of the Duke University School of Nursing has developed its own Student Handbook. Information relevant to all programs is included in all handbooks, supplemented by program-specific information. Wherever possible, students are referred also to electronic references via the use of hyperlinks.

Confidentiality and Release of Student Records

A full explanation of the Duke [Student Records Policy](#) is available on the Office of the University Registrar website.

Graduate School Requirements for the PhD Degree

As outlined in the 2025-2026 Bulletin of the Graduate School of Duke University, the formal requirements for the PhD degree are as follows:

1. Payment of 6 semesters of full-time tuition (supported by DUSON)
2. Major and related courses
3. A supervisory committee for the student's program of study
4. Continuous registration
5. Preliminary examination
6. Dissertation proposal defense
7. Final dissertation defense

Student Progression with Course of Study

Timeline for Completion of the PhD Degree

All students will be expected to complete the program in three to five years. There is a myriad of factors that come into play in influencing time to completion. This includes previous coursework and experience, timing in developing conceptual and methodological clarity about research focus, progression in meeting program benchmarks, and additional requirements from fellowships and research funding, among others. The dissertation committee will closely monitor student progression with consultation and support from the Assistant Dean and PhD Program Faculty.

Academic Advisement

First Year Advisement

In keeping with Duke University Graduate School policies, the Assistant Dean will be the formal advisor for each student in the first year of the program and continuing advocate of all matriculating graduate students in the Duke University School of Nursing PhD Program in Nursing. On admission, each student will also be assigned an informal advisor with expertise in his or her current area of research interest. This individual may or may not continue as the student's primary mentor, depending on how the student's research interests evolve. During the fall semester, incoming students will meet with a number of School faculty and learn about their research programs. Faculty will be recommended by the Assistant Dean, first year advisor, Vice Dean for Research, and self-nomination. At the end of the Fall and Spring semester of the first year, each student will meet with the Assistant Dean to assess the student's progress in the program and evaluate faculty appropriate for long-term mentoring. Students are encouraged to seek guidance from the Assistant Dean if they have questions about their progress.

Primary Faculty Advisor

Through collaboration between the student, PhD Assistant Dean and faculty, a primary advisor is usually identified and assigned by the beginning of the student's second semester of study. Revisions are also typically made after the first year when the student has developed a clearer sense of their research topic and training needs. A list of School of Nursing faculty who are eligible to serve as primary advisors for dissertation research may be obtained from the PhD Program Coordinator.

Students are encouraged to meet with a range of faculty members during their studies, to gain exposure to a variety of scholarly approaches, intellectual perspectives, and pedagogical philosophies, and seek advice on issues and choices around graduate studies. A number of faculty members are expected to play supporting roles in the student's mentored research and teaching experiences as well as serve as

members on preliminary examination and dissertation committees.

The Supervisory Committee

Appointment and Composition

The PhD student's supervisory committee will be constructed in accord with the Graduate School standards. Students should work with their primary faculty advisor and mentors to select committee members by the end of the second year of studies. The Assistant Dean must approve the committee composition.

The supervisory committee will have four to five members, two faculty members must have full appointments in the Duke University School of Nursing and at least one must be from an outside department (usually from a department representing the student's outside field of study or minor area). Outside members do not have to be Duke faculty members, but the majority of the committee must be Duke faculty and all committee members must be eligible and obtain a graduate faculty appointment.

The committee may remain stable from the preliminary examination through the final dissertation defense, or the student may request changes as approved and nominated by the Assistant Dean.

Responsibilities of the Supervisory Committee

The supervisory committee will:

- determine and approve the student's individualized program of study
- review and approve the contents of the student's scholarly portfolio
- administer the preliminary examination
- critically evaluate the dissertation proposal
- administer the final dissertation defense

Responsibilities of Graduate Students in Advising Relationships

PhD students approach the advising relationship with a variety of needs and expectations; however, all students are responsible in the end, for their development as scholars and teachers. Good faculty advisement depends on the willingness of students to initiate channels of communication, to identify key issues and questions, and to consider offered advice with an open mind. In particular, PhD students are expected to:

- Be familiar with the basic rules of the program by reading this Student Handbook and the current [Bulletin of the Duke University Graduate School](#), and seek advice from the faculty and Assistant Dean about perceived ambiguities in PhD policies.
- Maintain continued contacts with their primary advisor(s), making them aware of their progress, and difficulties or problems that may emerge during their studies.
- Provide reasonable notice of upcoming deadlines for letters of recommendation.
- Secure written agreement from Assistant Dean/Faculty for granted exceptions to existing policies and regulations.
- Secure approval from the Assistant Dean to work as Research Assistants or Clinical Instructors.
- Demonstrate respect to faculty, staff, and fellow students in both verbal and written communication.

PhD Student Expectations

Nursing License

Students must hold a valid nursing license in a U.S. state, preferably North Carolina. To obtain information about nurse licensure procedures for the State of North Carolina, consult the [Licensure section of the North Carolina Board of Nursing](#) web site, or telephone the North Carolina Board of Nursing at (919) 782-3211. Exceptions to holding a U.S state nursing license for international students can be made by the Assistant Dean.

Personal Computer Requirements and Study Space

Students entering the PhD Program are expected to have a laptop computer with wireless network capability and an operating system that supports SAS statistical software. The School of Nursing, Duke University Medical Center Library, and many other areas of the campus are enabled for wireless access.

All PhD students will be expected to use R software for statistical programming in their statistics courses. The R software is free and technically supported by DUSON. Additional software may be used for the dissertation.

The School of Nursing provides each PhD student with access to a desktop PC either in the PhD student suite or by remote desktop. In addition to the PhD Student Conference Room (Room 4214), students are able to reserve other conferences rooms through IPE and Pearson Buildings as well as the student study rooms (1st Floor Pearson) via the School's room scheduling software, EMS Scheduling System. Making room reservations in this system is as easy as A, B, C! Use this [link for instructions and making reservations](#) on EMS.

First and second year students are guaranteed assigned space in the PhD Student Suite while other students will be provided assigned space as desired and available.

All incoming first year students are required to have a background check, drug screen and additional requirements as part of our Credentialing Requirements. Students not employed through a Duke University Health System entity who provide limited specialized services to DUHS patients for projects such as their pilot study, must complete a defined credentialing process. The student is responsible for the cost of any credentialing program.

Duke University School of Nursing PhD Program MATRICULATION PLANNING

Student Name:

Student Address:

Phone:

Start of Program:

Advisor A:

Advisor B:

Coursework Requirements for All PhD Students

(Note: These requirements supersede those contained in the 2022-2023 Duke University School of Nursing Bulletin).

The PhD Program in Nursing requires a minimum of 52 credit hours of coursework and the completion of a dissertation.

PhD coursework is structured with a substantial core (31 credit hours) of nursing science and research methods to be taken in the School of Nursing.

This core will be expanded with elected statistics, research methods, and cognate courses in an outside field of study or minor area (15 credit hours) to be taken mainly outside of nursing in other Duke University departments. Electives may include one or more of the following PhD courses: Nursing 912 (Quantitative Observational Research Techniques), Nursing 913 (Advanced Qualitative Data Analysis for Trajectory Studies), Nursing 914 (Mixed Methods Research), Nursing 916 (Statistical Modeling and Data Analysis), Nursing 917 (Understanding Individual Health Behavior Change), and N990 (Nurse-led Models of Care Addressing Population Health). Electives outside DUSON can also be considered and is highly encouraged to allow for exposure to interdisciplinary perspectives. If you are in the nursing education certificate program, up to 3 credits can be applied to the elective requirement. The student will choose elective courses with the guidance and approval of the supervisory committee. In addition, the supervisory committee may require the student to take courses above the minimum if the student needs additional coursework to support the dissertation research plan.

Additional requirements include one 1-credit hour research practicum (N920) and 5 credits toward the Nursing Education Certificate Program (including a 2-credit hour teaching practicum, N744).

Three core statistics courses have a one-credit statistical programming elective that is associated with the courses (N911L, N903L, and N905L). This is recommended for students who have limited experience with statistical programming. However, students with previous experiences using programs, such as R, do not need to complete these recommended elective courses.

The sample PhD matriculation plan below indicates an example of the scheduling of the 52 credit hours of coursework that must be completed by all students in the PhD Program in Nursing. The final program requirement is the presentation of the dissertation (final dissertation defense). Most students complete the PhD Program in five years.

Year 1 Fall	Credit Hours
Nursing 901 (Philosophy of Science & Theory Development)	3
Nursing 902 (Quantitative Research Methods and Designs)	3
Nursing 907A (Doctoral Seminar on Health Equity and Social Determinants of Health I: Synthesis Review)	3
Nursing 911 (Introductory Statistics)	3
Nursing 911L (Statistical Programming I) (elective)	1
Term Total	12 or 13
Year 1 Spring	
Nursing 903 (General Linear Models)	3
Nursing 903L (Statistical Programming II) (elective)	1
Nursing 906 (Qualitative Research Methodology)	3

Nursing 908A (Doctoral Seminar on Health Equity and Social Determinants of Health II: Grant Writing)	3
Term Total	9 or 10
Year 2 Fall	
Nursing 905 (Longitudinal Methods)	3
Nursing 905L (Statistical Programming III) (elective)	1
Nursing 909 (Intervention Research Methods)	3
Elective (any semester)	3
Elective (any semester)	3
Term Total	12 or 13
Year 2 Spring	
Nursing 921 (Integrated Research Practicum – any semester)	1
Nursing 741 (Facilitating Student Learning and Teaching Innovation – any semester)	3
Elective (any semester)	3
Elective (any semester)	3
Elective (any semester)	3
Term Total	13
Year 3 Fall	
Nursing 910 (Doctoral Seminar in Nursing Science Dissertation)	3
Nursing 744 (Implementing the Educator Role: Synthesis - any semester)	2
Nursing 918 (Leadership in Science: The Role of the Nurse Scientist)	1
Term Total	6
Year 3 Spring	
Dissertation	0
Term Total	0
Total Credit Hours (minimum requirement)	52

Year 4 (Optional)

Preliminary (Admission to PhD Candidacy) Exam (written)

The Graduate School requires submission of the Report of the Doctoral Preliminary Examination for all doctoral candidates by the end of the Spring semester of their third year.

Electives

A total of 15 credit hours of electives are required.

Elective #1: Course Name: _____ Year/Semester: _____

Elective #2: Course Name: _____ Year/Semester: _____

Elective #3: Course Name: _____ Year/Semester: _____

Elective #4: Course Name: _____ Year/Semester: _____

Elective #5: Course Name: _____ Year/Semester: _____

Synthesis and Practicum Courses

One credit hour is required for a mentored teaching synthesis and research practicum.

NURSING 741. Implementing the Educator Role: Synthesis

Year/Semester: _____ Teaching Mentor/Course: _____

NURSING 921. Integrated Interdisciplinary Research Practicum

Year/Semester: _____ Research Mentor: _____

Supervisory Committee

The PhD student's supervisory committee will be constructed **by the end of their second year of studies**. The committee composition must be in accord with the Graduate School standards and must be approved by the Assistant Dean. The committee will have 4-5 members, two faculty members must have full appointments in the Duke University School of Nursing and at least one must be from an outside department (usually from a department representing the student's outside field of study or minor area). Outside members do not have to be Duke faculty members, but the majority of the committee must be Duke faculty and all committee members must be eligible and obtain a graduate faculty appointment. The committee may remain stable from the preliminary examination through the final dissertation defense, or the student may request changes as approved and nominated by the PhD Assistant Dean.

Supervisory Committee Chairperson:

Committee Member:

Committee Member:

Committee Member:

Committee Member from Outside Department:

Preliminary Examination

The student is required to pass the preliminary examination and submit appropriate documentation **by the end of the third year (Spring Semester of third year).**

Semester/ Year for Planned Preliminary Exam: _____

Date of Preliminary Exam: _____

Date Passed Preliminary Exam: _____

If a student is not ready to complete their preliminary exam by the end of their third year, written permission to delay preliminary examination is needed from the Graduate School.

Dissertation Proposal Defense

The student is required to pass a written and oral defense of their dissertation proposal **by the end of the third year (Summer of third year).**

Semester/ Year for Planned Dissertation Proposal Defense: _____

Topics of Proposed Chapters: must include a minimum of three manuscripts, two of which must be data-based.

Chapter 1: Introduction

Chapter 2: _____

Chapter 3: _____

Chapter 4: _____

Chapter 5 (optional): _____

Final Chapter: Summary

Date of Dissertation Proposal Defense: _____

If a student is not ready to complete their dissertation proposal defense by the end of their third year, written permission to delay the dissertation proposal defense is needed from the Graduate School.

Dissertation

Semester/ Year for Planned Dissertation Defense: _____

Date of Dissertation Defense: _____

Registration Requirements

PhD students should register for courses through [DukeHub](#) (Duke's online student registration system) before each semester begins.

Please consult the Duke University [Academic Calendar](#) when registering. All students must register each fall, spring, and summer semesters for credit towards their degree and should plan to register in March for the fall semester, November for the spring semester, and April for the summer semester. All Students must register for continuation (CTN1) each semester, including for summer term 1.

Please be aware that all students must register for the summer term, even if they are not enrolled in formal coursework to support continued progression in meeting PhD program benchmarks through research experiences, scholarly writing, and preparing for preliminary examination, dissertation proposal defense, and dissertation defense. PhD students registered for the summer, pay a flat-rate tuition that covers graduate work (courses, exams, or research experiences) required by their degrees. However, undergraduate courses are not covered by graduate tuition and, if taken, will generate additional tuition charges beyond the flat-rate tuition, and those additional charges will be the responsibility of the student. Additionally, all students, including those who hold fellowship or other awards outside of DUSON or who are being paid on research grants, must register for the summer to receive a summer stipend.

Please be aware that registration for courses goes through The Graduate School rather than DUSON. For any questions related to [registration policies](#) please confer with guidance from the Graduate School and contact the PhD Program Coordinator.

Grades

Official grades in the Duke University Graduate School are A, B, C, and F. The A, B, and C grades can be modified by a plus or minus. Grade point equivalents for graduate students are the same as undergraduates: i.e., A = 4.0; A- = 3.7; B+ = 3.3; B = 3.0; B- = 2.7. A grade of A reflects superior work and is the highest grade that can be earned. The grade of F (failing) in a course normally occasions withdrawal from the degree program.

GPA Requirement

To be certified as making satisfactory progress towards the degree, graduate students must maintain at least a (B) cumulative grade point average (GPA).

PhD Program in Nursing Policy on Academic Warning/Academic Probation

Students falling below this average jeopardize their continuation in the graduate program as well as their financial support. Graduate School policy specifies that students are to be placed on academic probation if their GPA falls below 3.0. Additional information about Graduate School policy on academic probation is available in the Bulletin of the Graduate School of Duke University.

Grades alone do not determine a student's academic standing in the PhD Program in Nursing. Progress in an independent research project, the potential to accomplish PhD level research successfully, and to present cogent research results will also be taken into account in assessing the academic standing of any student. Beginning with their first year of study, all students in the PhD Program in Nursing are required to file an annual progress report to the PhD Assistant Dean. The PhD Program Committee reviews the progress of all PhD students annually in March/April.

The Grade of "Incomplete"

A grade of I (incomplete) indicates that some portion of the student's course work was missing. While unforeseen difficulties can make this grade necessary, students are encouraged to complete semester course work in a timely manner. If course requirements are not completed within one calendar year from the date the course ended, the grade of "I" becomes permanent; it cannot be replaced with another grade.

Separation from the School of Nursing

A student may discontinue his/her studies at the Duke University School of Nursing through a formal Leave of Absence or by withdrawal from the School as defined below. For students in the PhD Program, student-

initiated requests for Leave of Absence or withdrawal must be submitted to the Assistant Dean and the Associate Dean of the Graduate School of Duke University, as specified by Graduate School policy on [Withdrawals and Leaves of Absence](#).

Leave of Absence

All students enrolled in the School of Nursing must register for fall, spring and summer semesters until all degree requirements are completed, unless registration is waived via an approved leave of absence. Leaves of absence can be either student-initiated or administratively initiated.

Students who find it necessary to interrupt their program of study because of medical necessity or other emergency reasons must make the request in writing to their Assistant Dean using the appropriate form. The request must be made prior to the beginning of the semester in which the leave is intended. The leave of absence may be granted for up to one year and can only be granted to students who are in good academic standing. Students who do not return or notify the School of their intent to return after a one-year approved Leave of Absence are automatically withdrawn from the School.

Student Parental Leave

Child-bearing or adoption should not jeopardize a student's experience in the School or the completion of a program of study. Any student may have up to (6) weeks of leave for the birth or adoption of a child. The student and the advisor and/or faculty will determine modifications to clinical scheduling or course work deadlines to accommodate the leave period. A record of this plan will be placed in the student's educational record. Should additional time beyond six weeks be needed, the student may convert to a medical or personal leave, depending on the circumstances, as outlined in the policies described above.

Returning from a Leave of Absence

A student returning from a leave of absence should contact their advisor and the Assistant Dean at least ninety days prior to the beginning of the semester in which they intend to return. The purpose of this contact is to make sure that registration and re-entry into courses will proceed smoothly.

Return from a leave of absence for medical or psychological reasons requires written notification from a physician/health care provider/therapist to the Assistant Dean stating that the student is cleared to resume the course of study including participation in clinical activities. This notification must be made at least ninety days prior to the beginning of the semester in which the student plans to return.

Withdrawal from the Graduate School

Withdrawal from the PhD Program in the School of Nursing may be either voluntary or involuntary.

Student Request for Voluntary Withdrawal

If a student for any reason wishes to withdraw from the PhD Program in the School, written notification must be made to the Director of the PhD Program before the expected date of withdrawal and no later than the last day of classes for that semester. Student forms requesting withdrawal from the PhD program are available online through the Graduate School website.

Information regarding refunds of tuition and fees may be found in the section on Tuition and Fees in the Duke University Bulletin. Students who have been granted a withdrawal from the PhD program and wish to return must apply for re-admission according to regular admission policies.

Involuntary Withdrawal from the School of Nursing

Involuntary withdrawal (dismissal) from the PhD Program in the School of Nursing can occur for reasons of personal misconduct, professional misconduct, and/or poor academic performance. Prior to any dismissal, the PhD Program in the School of Nursing will follow due process procedures to investigate the issue and determine the course of action. The details regarding jurisdiction of dismissal and due process are covered as an appendix to this document.

Student Research and Learning Experiences

Educational Experiences in Research and Teaching:

PhD Students will complete one research practicum (Nursing 920) and one teaching synthesis (Nursing 744) as part of their research and educational preparation (goals). The research practicum may be completed with any faculty member with approval of the Assistant Dean of the PhD Program and the teaching synthesis (Nursing 744) needs to be completed with a preceptor that is approved by the Clinical Placement Office. Each practicum will have objectives with measurable outcomes that are developed in collaboration with the faculty member of record and approved by the mentor. The time commitment will equal 130 hours for the research practicum (Nursing 920) and 112 – 168 for the teaching synthesis (Nursing 744).

PhD Student Required Graduate Assistantship

Beginning with the second semester of Year 1, each student will average 8 hours of service per week during each semester. This includes Fall and Spring for students in Year 1 and 2, and Fall, Spring, and Summer semesters for students in Year 3 and beyond. These are not paid positions. Graduate Assistantship options should be discussed with their primary advisor. This activity is facilitated by the student's advisor but can occur with any faculty mentor at DUSON. At least one semester of Graduate Assistantship should be devoted to school service opportunities identified by DUSON leadership and in collaboration with the faculty advisor. The assistantship may include teaching, research and leadership/service activities that not only provide a significant contribution to the school, but also support the student's professional development as a nurse scientist and academician while becoming full members of the DUSON community. Students will be asked to submit reports on their Graduate Assistantship experiences as part of their annual progress report.

Principles of the Graduate Assistantship experience include:

1. Experiences should support and expand the student's existing expertise.
2. Experiences are under the guidance of the primary mentors, but should vary across time and include a variety of faculty members.
3. Experiences may often extend beyond one semester.
4. In general, 112 Graduate Assistantship hours are expected for each semester.

During periods in which a student is funded by other sources (e.g., NIH, other) and DUSON is not paying a stipend, any Graduate Assistantship experiences will be stipulated by that particular funding mechanism under the guidance of the advisor. If outside funding ends prior to completing the dissertation work and a student returns to a DUSON-supported stipend, renewal of service would be negotiated with Assistant Dean.

PhD in Nursing: Course Requirements

A baccalaureate or master's degree in nursing from a U.S. program accredited by the National League for Nursing Accrediting Commission (NLNAC) or the Commission on Collegiate Nursing Education (CCNE) or an international program with commensurate standards is required for admission to the PhD Program in

Nursing.

Post-baccalaureate Students

Applicants with a baccalaureate degree in nursing must demonstrate exceptional academic qualifications, have clear research-oriented career goals, and choose a dissertation topic congruent with the research program of a Graduate Faculty member in the School of Nursing. Applicants with a baccalaureate degree are expected to have completed a graduate-level statistics course.

Mentors will work with BSN–PhD students who have not practiced clinically to meet the NCBON requirements for teaching in pre-licensure nursing programs in NC.

Coursework Requirements for All PhD Students

The PhD Program in Nursing requires a minimum of 52 credit hours of course work prior to the dissertation defense. The 2025-2026 Plan of Studies on the following page illustrates the scheduling of the required coursework.

- PhD course work is structured with a substantial core (31 credits) of nursing science and research methods to be taken in the School of Nursing.
- This core will be expanded with elected statistics, research methods, and cognate courses in an outside field of study or minor area (15 credits) to be taken in nursing or in other Duke University departments or local universities. The student will choose elective courses with the guidance and approval of the supervisory committee. In addition, the supervisory committee may require the student to take courses above the minimum if the student needs additional course work to support the dissertation research plan.

Additional requirements include a one-semester research practicum (1 credit) and courses that count towards a teaching certificate (5 credits).

PHD PROGRAM IN NURSING COURSE DESCRIPTIONS

N901. Philosophy of Science and Theory Development. This course focuses on the purposes of science, scientific process, and knowledge development as debated in current literature. Debates arising from philosophy and the history of science and nursing inform discussion about the nature of science and nursing's past, present and future directions in theory and knowledge development. Students will develop skills in concept and theory analysis related to health equity and social determinants of health (SDOH). The student will apply knowledge gained to place their area of scientific focus into a conceptual framework. 3 credits

N902. Quantitative Research Methods and Designs. This course introduces students to a range of non-experimental, quasi-experimental, and experimental designs used in health equity research addressing social determinants of health (SDOH). Topics include identifying researchable problems, formulating research questions/aims/hypothesis, applying operational definitions of variables, describing sampling designs, addressing ethical issues in research involving humans, evaluating data collection techniques, and critiquing analytical methods. 3 credits

N903. The General Linear Models. This course focuses on conceptual and methodological issues involved in the analysis of quantitative survey and clinical data using general linear models and extensions of linear models known as generalized linear models. Topics include factorial analysis of variance, analysis of covariance, multiple regression, logistic regression, and Poisson regression. Emphasis is on the application of these statistical methods in the design and analysis of nursing and health sciences research in the area

of health equity and social determinants of health (SDOH). The student will apply concepts by analyzing existing datasets. 3 credits

N903L. Statistical Programming II. The course provides students with knowledge of statistical software packages for data processing and analysis. The course covers programming language, data management, data analysis, and data visualizations focusing on analytic procedures for general and generalized linear models in nursing and health sciences. Application to analyzing data focused on health equity and social determinants of health is highlighted. Co-requisite N903 or permission of the instructor. 1 credit

N905. Longitudinal Methods. This course covers longitudinal research design, data management and analysis, and ethical issues in healthcare research including global health. Major analytic topics include multilevel modeling and structural equation modeling approaches to analysis of longitudinal data. Generalized modeling approaches to analysis of longitudinal categorical data as well as survival analysis are also introduced. Relationship between design and analysis, assumptions and limitations of modeling approaches, and strategies to maintain scientific integrity are discussed. Assignments provide the student with hands-on data analytic experience using statistical software. 3 credits

N905L. Statistical Programming III. The course provides students with enhanced knowledge of statistical software packages for data processing and analysis. The course covers advanced programming language, data management, data analysis, and data visualizations focusing on analytic procedures for longitudinal models in nursing and health sciences. Application to analyzing data focused on health equity and social determinants of health is highlighted. Co-requisite N905 or permission of the instructor. 1 credit

N906. Qualitative Research Methodology.

This course focuses on theoretical and methodological aspects of interpretive research design. This course discusses interpretive approaches from a variety of disciplines and philosophical traditions, with emphasis on the application of research designs, and qualitative data collection and analysis techniques specific to nursing and the health sciences. These approaches will be applied to qualitative research addressing health equity and social determinants of health (SDOH).

3 credits

N907A. Doctoral Seminar on Health Equity and Social Determinants of Health I: Synthesis Review

This doctoral seminar will provide an overview of nursing science as it relates to health equity and social determinants of health (SDOH). Students will work to identify a research question addressing a health inequity and synthesize the literature to help inform gaps that can be addressed through nursing science. Students will begin to delineate opportunities to address these inequities through a nursing science lens.

3 credits

N908A. Doctoral Seminar on Health Equity and Social Determinants of Health II: Grant Writing. This course focuses on the nurse scientist role in addressing health equity and social determinants of health. Faculty and students will explore competing theoretical perspectives and consider how each would guide an empirical study in a specific research area. The seminar also addresses scholarly skill development including research synthesis, authorship, academic integrity, grant writing, and human subjects; issues with vulnerable populations. 3 credits

N909. Intervention Research Methods in Health Care. The focus of this course is on an in-depth coverage of research designs that address causal relationships as well as critical elements in the design of studies to evaluate interventions used in health equity research addressing social determinants of health (SDOH). Examples of topics covered include development of research questions, hypotheses, sampling methods, research designs (quasi-experimental and experimental), reliability and validity (construct, internal and external validity), and intervention fidelity in research. 3 credits

N910. Doctoral Seminar in Nursing Science Dissertation.

In this doctoral seminar, the student will develop and write the dissertation proposal. Topics for discussion will include theoretical, substantive, and methodological issues in planning the current research and development of a research career. 3 credits

N911. Introductory Statistics. This course explores fundamental knowledge of statistical principles and commonly used univariate and bivariate analyses in health and behavioral sciences. Topics include levels of measurement, descriptive statistics, sampling distribution, parameter estimation, hypothesis testing, t-tests, one-way ANOVA, non-parametric tests, correlation, simple regression, and power and effect size. This course also provides students the opportunity to learn basic data management skills. Assignments provide students with hands-on data analytic experience with relevant statistical software addressing research questions that include health inequities and social determinants of health (SDOH). 3 credits

N911L. Statistical Programming I. The course introduces statistical software packages for data processing and analysis. The course provides students with fundamental knowledge of the software interface. The course covers programming language, data management, data analysis, and data visualizations focusing on commonly used procedures for univariate and bivariate analyses in nursing and health sciences. Application to analyzing data focused on health equity and social determinants of health is highlighted. Co-requisite N911 or permission of the instructor. 1 credit

N912. Quantitative Observational Research Techniques. This course explores quantitative techniques for behavioral observation research. Strategies for developing coding systems, determining reliability and validity, and analyzing data are included. Elective, 3 credits

N913. Advanced Qualitative Data Analysis. This is an advanced graduate-level course focused on the theory, techniques, and issues of qualitative data analysis and interpretation. The course is designed for graduate students who are taking qualitative/interpretative approaches to their research i.e. using qualitative forms of data and/or qualitative (non-numeric, interpretive) forms of analysis. This course is ideal for students in the late data gathering and analysis phase of their research, although students at the proposal writing and pre-data collection stage will also benefit. The course aims to give students knowledge and experience in applied qualitative analysis practices but also to enhance their ability to articulate and address the core theoretical and methodological issues of qualitative inquiry. Elective, 3 credits

N914. Mixed Methods Research. Understand the modes of qualitative and quantitative inquiry and the subsequent techniques for collecting, analyzing, and interpreting data. Develop necessary skills and knowledge to identify and use different types of research designs and methods. Interpret published empirical studies using mixed methods designs. Produce written work that integrates qualitative and quantitative methods: Elective, 3 credits

N915. Measurement Theory and Practice. Instrumentation in chronic illness and care system research involves measurement of biological, psychological, and/or sociological phenomena. An overview of the theories, principles and techniques that yield reliable and valid measurement of those phenomena. Opportunities will be provided to evaluate the psychometric properties of measures with an emphasis on those designed to measure change over time. Students will have opportunities to evaluate and critique existing measures and/or develop a new measure. Course is designed to aid the student in writing the measurement section of research proposals and reports: Elective, 3 credits

N916. Statistical Modeling and Data Analysis. This is a seminar course with flexible topics to meet students' needs for their data-based research. The topics will be selected, through a needs assessment of students' common interests, from a list of advanced modeling and analytical techniques that are widely used in the health and behavioral sciences, but may vary from semester to semester. Starting with forming research questions, students in this seminar class work under instructor's guidance and supervision, apply specific modeling and analytical techniques to the research questions, carry out the analysis on existing real-world empirical data, and summarize the research findings. Elective, 3 credits

N917. Understanding Individual Health Behavior Change. Understanding the theories that explain and predict why and when individuals modify and maintain health behavior change is critical to advancing clinical care and public health. This course will review main theories and constructs of individual health behavior change. This will include review of evidence to support their utility to explain and predict health

behavior change, how to influence and integrate theoretical constructs into intervention designs, and assessments of key constructs. Prerequisite N909 or equivalent or by instructor permission. Elective, 3 credits

N918. Leadership in Science: The Role of the Nurse Scientist. In this doctoral seminar, students will examine their future role as a steward of their discipline and leader in their field. They will explore evidence-based leadership frameworks to assess their own strengths and opportunities for growth. Students will be encouraged to challenge the status quo. They will advance their professional identity by creating a vision for their career, utilizing leadership strategies to become powerful contributors and influencers in the field to translate research into interventions and policies that promote health equity and social justice and address social determinants of health (SDOH).1 credit.

N919. Secondary Analysis of Large Datasets in Health Related Studies: This course will provide the student with expertise in locating, evaluating, obtaining and utilizing large secondary datasets (i.e., electronic health data), useful for health care related studies. Confidentiality requirements, ethical issues and development of data use agreements to facilitate access while protecting privacy will be reviewed. The student will gain experience in hands on use of a variety of data sets to answer specific questions and to inform population health problem definition and to design research studies. Elective, 3 credits.

N921. Integrated Research Practicum. Students engage in a research practicum with an experienced researcher. The purpose of the practicum is to develop research skills through participation in the activities of the mentor's program of research. Activities may include grant development, research team meetings, protocol implementation, data analysis and dissemination. Approval by PhD Program Office required. 1 credit.

N922. Special Readings for School of Nursing.

N741. Facilitating Student Learning and Teaching Innovation.

N744. Implementing the Educator Role: Synthesis. This culminating course provides students with the opportunity to implement the nurse educator role in an academic or staff development setting, under the guidance of and in collaboration with an experienced teacher. Students are expected to plan, implement, and evaluate the effectiveness of a teaching session that is reflective of the program's curriculum framework, appropriate to the specified learning goals, and appropriately integrates technology. In addition, students collaborate with their preceptors to explore how the multiple dimensions and demands of the educator role can be balanced effectively to promote continuous growth as an educator. Approval by Clinical Placement Office required. 2 credits.

N990. Nurse-led Models of Care Addressing Population Health. Conceptual and theoretical frameworks that operationalize relationships among community-level factors, healthcare systems, and health outcomes are critical for guiding research that promotes population health. This course will explore novel conceptual models and methodological approaches that serve to guide the development, testing, and implementation of nurse-led models of care (NLMC) in community and healthcare settings addressing population health. Topics will include worldviews that consider alternative epistemological views of health; theories and models informing population health; innovative methods in engagement science and digital health to inform NLMC; and strategies to reach populations with the highest disease burden and limited access to care. Prerequisite N901, N902; Post-doctoral fellowship; or instructor permission. Required course for T32 Nurse LEADS Fellows; Elective, 3 credits

N991. Engagement Science and Multisector Partnerships. This experiential course offers students an opportunity to participate in community-engaged research and multisector partnerships. The focus is on developing, testing, and scaling nurse-led models of care that address population health. Through a seminar, students will learn about the science of community engagement and effective components of multisector partnerships that address health issues prioritized by community members. Students will then work with faculty guidance in a research practicum to plan, conduct, or evaluate research using community engagement principles and effective multisector partnerships. *Second year PhD program,*

Post-doctoral fellowship, or instructor permission. Required course for T32 Nurse LEADS Fellows; Elective, 3 credits

N992. Digital Solutions and Artificial Intelligence to Optimize Health. Emerging technologies in health informatics, digital health, and artificial intelligence are transforming the delivery of health care. This course focuses on the fundamentals and applications of these technologies in patient care and clinical decision-making. Through interactive seminars, students will learn how these technologies are used as tools in emerging nurse-led models of care to optimize health in healthcare systems and population health. They will also work on a research project with faculty guidance to plan, conduct, or evaluate a digital solution in a patient or community setting. Prerequisite *N990 or consent from instructor.* Required course for T32 Nurse LEADS Fellows; Elective, 3 credits

Mentored Research and Teaching Experiences

The Research Practicum

Every student in the PhD Program in Nursing must complete one research practicum. The purpose of the practicum is to enhance student knowledge and skills in research through work on one or more research projects. Optimally, the research practicum should be completed during the first two years of the doctoral program and prior to taking the comprehensive examinations.

Research Practicum Description

- The practicum is individually designed by the student and research mentor in collaboration with the primary mentor.
- The practicum may be implemented within the School of Nursing, another Duke University department, or another organization.
- The practicum may involve: designing and implementing a research project, developing, and evaluating a nursing intervention; conducting data analyses; writing manuscripts; assuming responsibility for part of a project; or a combination of these activities.
- The practicum may be a mentored pilot study for the dissertation.
- The practicum mentor is usually a member of the Graduate Faculty of the Duke University School of Nursing, affiliated faculty, or an adjunct faculty member. Regardless of where the mentor selected or the location of the practicum, the PhD faculty advisor is responsible for assuring that the student has a worthwhile and appropriately mentored practicum.

Research Practicum Specifications

The student must complete the Research Practicum Request Form (obtained from the PhD Program Coordinator) prior to the practicum initiation. The completed form must be signed by the faculty mentor and the Assistant Dean. A copy will remain in the student's file in the office of the PhD Program.

Students must develop a learning contract before starting each practicum. The learning contract should include:

- Learning objectives and evaluation outcomes,
- Activities to be included in the practicum,
- A plan for regular meetings with the mentor, and
- At least one product to be developed, such as a research protocol, research manuscript, grant proposal, or conference abstract or presentation.

Evaluation of the Practicum

At the end of the practicum, the student must write a brief reflective statement on achievement of the learning objectives. The student also will be evaluated by the faculty member who is supervising his/her practicum on achievement of the practicum objectives. A satisfactory evaluation is required to fulfill the research practicum requirement.

Research Assistantships

The practicum may be done in conjunction with paid research assistantships. However, time spent writing up the learning objectives, the reflective statement, and the final product may not be paid.

Instruction in the Responsible Conduct of Research

The RCR training requirements reflect our expectation that every pre-doctoral trainee will be aware of academic standards and well-qualified to address the growing ethical challenges that arise when teaching or conducting scholarly research. RCR training is a formal requirement for every PhD degree student enrolled in the Graduate School at Duke University. To guarantee that this requirement is met, all trainees will maintain a record of their RCR training in their portfolios, and their RCR training will be discussed individually in each annual progress report. Trainees will be engaged in responsible conduct of research training through three major sources: 1) institutional level (graduate school), 2) Duke Office of Clinical Research (DOCR), and 3) DUSON PhD and Postdoctoral Program sponsored brown bags, seminars, and formal coursework. Attendance is monitored for all offerings and RCR credit is provided through the Graduate School, DOCR and through the Collaborative Institutional Training Initiative (CITI). For more information on RCR requirements and to track progress you can visit the [Responsible Conduct of Research Website](#).

Coursework Requirements for All PhD Students

All PhD students will be required to have 12-graduate school RCR credits on their transcript prior to the preliminary exam and will also receive additional training through DUSON, DOCR offerings, and the IRB. Additional courses available through the DOCR will supplement and be individualized to the training needs of trainees. Some of these offerings include: ClinicalTrials.gov requirements, recruiting regulations best practices, creating standard operating procedures, and bio banking research specimens. DUSON faculty members are both participants and instructors in DOCR and DUSON sponsored training activities.

Scientific integrity and research ethics are also included throughout the PhD coursework and within mentor- trainee interactions. RCR content through interactions with trainee's mentors and the other members of their advisory committees includes content focused on scientific integrity, rights of human subjects, protection of vulnerable subjects, and integrity of data management. Mentors will work with trainees on a one-to-one basis to instruct them in the areas of research ethics that pertain to the trainee's research. In addition, all pre-doctoral trainees are required to work with their mentor's research project (or that of another member of their advisory committee).

Required Teaching Courses

Students are required to take a total of 5 credit hours of teaching coursework. This includes N741 Facilitating Student Learning and Teaching Innovation (3 credits) and N744 Implementing the Educator Role: Synthesis (2 credits). Students are not required to complete a teaching certificate; however, they can complete one if in line with their career goals (e.g., faculty position). If you are in the nursing education certificate program, up to 3 credits can be applied to the elective requirement.

Certificate in Nursing Education

Applicants must hold at least a master's in nursing degree, be actively enrolled in a graduate nursing program, or have completed equivalent courses if BSN-DNP or BSN-PhD student. N741 and N744 are the only courses that are required in the PhD Program curriculum. Link to the Add/Delete the Nursing Education Certificate form Or copy and paste the URL below into your internet browser: https://duke.qualtrics.com/jfe/form/SV_9TAWLKGED263KT3

Course Number	Course Title	Credits
N741	Facilitating Student Learning and Teaching Innovation (F, Sp, Su)	3
N742	Curriculum Development in Nursing Education (F)	1
N743	Assessment and Evaluation Strategies in Nursing Education (Sp)	2
NXXX	Nursing Education Elective	1
N744	Implementing the Educator Role: Synthesis (F, Sp, Su) (2 credit hours = 112 synthesis practice hours)	2
	Total	9

Certificate in Nursing Education

Applicants must hold at least a master's in nursing degree, be actively enrolled in a graduate nursing program, or have completed equivalent courses if BSN-DNP or BSN-PhD student. Below is a table describing all the courses needed to complete a certificate in Nursing Education.

Certificate in College Teaching (CCT)

The **Certificate in College Teaching (CCT)** program is for enrolled PhD students in any department or program of study at Duke. This program makes use of departmental training and resources as well as Graduate School programming. The Certificate in College Teaching will appear on the transcript of Duke PhD students who complete its requirements as an officially endorsed Duke University Graduate School certificate; it is being offered in order to recognize and validate professional development activities undertaken by PhD students and add competitiveness and value to PhDs awarded to Duke graduate students.

The goals of the CCT program are to facilitate and recognize graduate students' completion of:

- Sustained, systematic pedagogical training that promotes
 - current best practices in teaching and learning
 - appropriate use of instructional technology
 - systematic assessment of student learning outcomes
- A reflective teaching practice including peer observation
- Development of materials suitable for use in applying for teaching positions after graduation

Please visit the Graduate School [Certificate in College Teaching website](#) for additional information on the application process and requirements.

Scholarly Portfolio

Each PhD student will develop an integrated scholarly portfolio and in so doing will demonstrate the acquisition of programmatic and the completion of specified benchmarks. The portfolio will demonstrate formal and informal activities that support the student's substantive focus and research expertise,

including research conduct and dissemination and service to the profession. This portfolio provides an avenue for codifying and communicating scholarly accomplishments and assists the student in becoming a well-rounded scholar. The portfolio will be updated annually and will be used for evaluation of student progression (Annual Progress Report reviewed by PhD Program Committee). This portfolio also provides a framework to prepare graduates for appointment, promotion, and tenure review processes of top-ranked universities. The portfolio will be used to assist with the student's annual evaluation of progression (see below). To ensure readiness to sit for examinations, the student's supervisory committee will formally review the portfolio twice: before scheduling the preliminary examination and again before scheduling the dissertation defense.

Contents of the Scholarly Portfolio

1. Documentation of fulfillment of the following Graduate School and Duke University Medical Center training requirement.
 - Completion of [Responsible Conduct of Research Training](#), as specified for the Graduate School Humanities and Social Science Track.
 - Completion of [Human Subjects Protection \(HSP\) Certification](#) requirements for credentialing to perform research with human subjects, as specified by the Duke Health Institutional Review Board (IRB).
 - In conducting the dissertation and in research mentored activities, the student will be considered "key personnel", and thus must complete general ethics training provided online through the [Collaborative Institutional Training Initiative \(CITI\)](#) as well two modules per year of ongoing training in research ethics.

Students are expected to fulfill these requirements before the preliminary examination.

2. Curriculum Vitae.
3. Summary of Service to the School or Profession. This may include School committee memberships (e.g., PhD Program Committee Student Representative, faculty governance representative) or leadership in the graduate student organization or Sigma Theta Tau chapter.
4. Completed Mentored Research Practica and Teaching Synthesis objectives and evaluation. Both practica and synthesis must be completed prior to the dissertation defense.
5. NRSA application (or other external grant application) for predoctoral fellowship support.
6. Research Presentations (two expected prior to preliminary examination). These include presentations of research or scholarly work in one or more forums such as nursing or interdisciplinary research seminars or conferences. The student will be expected to pursue at least one presentation at a national/international meeting.
7. Copies of manuscripts in review or published since entry into the program (one expected prior to preliminary examination). Manuscripts may be single or multiple-authored resulting from course work, mentored research experiences, or work as a research assistant.
8. A section of the portfolio should also be dedicated to the student's teaching experiences. It should include nursing education coursework, teaching synthesis experience, guest lectures, and graduate assistantship teaching experiences.

Benchmarks of PhD Student Progression

First Year

At the time of the student's admission, the Assistant Dean becomes the student's initial advisor and works with an informal first year advisor to support and advocate for the student.

Until the student selects the primary research advisor (usually by the end of Year 1), the Assistant Dean remains the student's faculty advisor and the primary contact for selecting courses and designing individualized program components. Coursework in the first year is designed to provide a foundation in philosophy of science, theory construction, substantive knowledge in the discipline, and an overview of advanced research methods and statistics. As part of the doctoral seminars (N907A and N908A), the student will be introduced to the ongoing research programs of School of Nursing faculty (including those of joint-appointed faculty), as well as explore the substantive work in the field of his or her dissertation research and write an NRSA predoctoral fellowship application (in N908A) to seek funding from NIH or another appropriate external grant application.

Student benchmarks by completion of the first year:

- Initiate the Scholarly Portfolio
- Prepare an abstract for submission
- Prepare a manuscript draft or have a manuscript under review by August

Second Year

Coursework in the second year is designed to continue the student's development of expertise in research methods, statistics, and to explore additional substantive knowledge through cognate courses in an outside field of study or minor area.

The student will structure and initiate the mentored research experiences working on a faculty member's ongoing research program.

Student benchmarks by completion of the second year:

- Submit an NRSA pre-doctoral fellowship application (or other external grant application)
- Submit the article drafted in the first year for refereed publication (if not already under review) – most likely a critical review of extant research in the area of dissertation interest, or a concept analysis
- Constitute the doctoral supervisory committee by midyear
- Complete the preliminary (admission to PhD candidacy) exam at the end of the second year or the beginning of Year 3. A student who does not complete the preliminary examination by the end of the third year must request an extension to her or his DGS (i.e., Assistant Dean of PhD Program), and the DGS must officially request an extension from the Associate Dean of the Graduate School. The request for extension must explain the reasons for the delay and set a date for the exam. Except under highly unusual circumstances, extensions will not be granted beyond the middle of the fourth year
- Begin work on the dissertation proposal
- Update the scholarly portfolio

Third Year

Doctoral seminar N910 (fall semester of Year 3) provides opportunities for students to develop their dissertation proposal, while currently building competencies in Leadership in Science (N918). Course work in the third year is designed to complete teaching synthesis, research practicum, and any remaining supportive course work for the dissertation research and career goals of the student. The student will continue the mentored research experience and will work to advance their dissertation.

Student benchmarks at the completion of the third year:

- Defend a dissertation proposal that meets approval of the supervisory committee
- Conduct dissertation research
- Based on the research experiences and in collaboration with faculty mentor, submit a second article for publication
- Update the scholarly portfolio

Fourth Year

The student should be working to complete the dissertation, which exemplifies original research. The Nursing PhD Program's substantive focus on trajectories of chronic illness and care systems means that some students will initiate longitudinal studies of chronic illness and care systems and will be working on data collection in their pilot studies.

Student benchmarks at the completion of the fourth year:

- Complete dissertation
- Meet all filing requirements in timely manner
 - Pass dissertation defense
 - Update the scholarly portfolio

Annual Review of Progress Toward the PhD Degree

The PhD Program Committee will review student progress annually in April. This review will include an assessment of the student's progress in achievement program outcomes, research competencies, and programmatic benchmarks. The assessment process will include an evaluation of the coursework and products, self-assessment by the student, and assessment by the advisor.

The Portfolio will serve as a cumulative record of the student's progress toward achievement across the DUSON mission and strategic areas of focus and the PhD Program Outcomes and Benchmarks. The Assistant Dean will subsequently certify to the Associate Dean of the Graduate School that the report has been received and was deemed appropriate and will forward a copy of the report to each member of the student's doctoral committee. The Graduate School will track the submission of the annual reports as a "milestone" in the student's official record.

Failure to submit the Annual Progress Report will jeopardize a student's continuation in the PhD Program.

Examinations

PhD Nursing students will complete three major examinations:

1. Preliminary (Admission to Candidacy) Examination
2. Dissertation Proposal Defense
3. Final Oral Examination of Dissertation

1. Preliminary Examination

In accord with Graduate School standards, the PhD in nursing student will be required to pass a preliminary examination and submit appropriate documentation to the graduate school by the end of the third year (by Spring Semester of the third year). For complete instructions and access to the appropriate forms please see the following website <https://gradschool.duke.edu/policies-and-forms/>

The student must pass the preliminary exam administered by the supervisory committee, to be admitted to candidacy. The exam will cover work in the major field; work in the outside field of study or minor area.

Content of the Preliminary Exam

The preliminary examination will be individualized for each student and will assess:

- Ability to synthesis and integrate knowledge of the discipline of nursing;
- Ability to synthesize and integrate specific substantive knowledge and theory related to the student's developing program of research; and
- Command of the methods and methodological issues necessary to proceed with writing a dissertation proposal in the student's topic area.

Readiness to take Preliminary Exam

In advance of the examination, the student must complete the Graduate School PhD Committee Approval Form (available from Program Coordinator) and return it to him/her/them for the signature of the Assistant Dean. This committee must be approved by the Graduate School at least 30 days in advance of the preliminary exam. Items to Be Reviewed by the Committee to Assess Student's Readiness to sit for the Preliminary Examination (Admission to Candidacy) include:

1. Documentation of completed core coursework (except N910, N920, and N744)
2. Scholarly portfolio data and supporting documents:
 - documentation of fulfillment of all Graduate School and Responsible Conduct of Research training requirements
 - updated curriculum vitae
 - summary of service to school or profession
 - NRSA application (or other external grant application) for predoctoral fellowship support, if an application has been submitted before the preliminary examination
 - research presentations given since entry into program (two expected prior to preliminary examination)
 - manuscripts in review or published since entry into the program (one expected prior to preliminary examination)
3. An overview of the dissertation plan
The overview content should include information on the dissertation Aims, Background and Significance, and Methods. The source of the overview for remaining contents may vary: some chairs recommend the student submit an existing paper or project, such as a recent F31 (NRSA), a fellowship funding application, or a dissertation proposal draft. However, students are encouraged to submit a full analysis plan in whatever method is preferred.

The Preliminary Examination Process

1. Preliminary exam questions are written to include both
 - a. Core/General curriculum content and
 - b. Student specific content areas
 - c. A single question can incorporate both core and specific content
 - d. Dissertation committee determines the exam questions.
2. Exam questions are disseminated to the student who has two weeks to write the preliminary exam.
3. The preliminary examination is open-book. The student will receive the questions (usually 2-4) via electronic file from the PhD Program Pffice of the via the PhD Program Coordinator.

4. Upon receipt of the exam, the student may consult with the committee chair to clarify any questions about the exam.
5. The student will have two weeks to complete the exam. All exam papers should contain the student and supervising committee chair's last name. The exam is to be written in APA style, contain appropriate citations to scholarly works, and not exceed 60, double-spaced (size 11 font minimum) pages in length.
6. At the end of the two-week period, the student will submit an electronic copy to the PhD Program Coordinator and/or their committee chair for distribution to the Committee Members.
7. All portions of the exam will be distributed to and read by all committee members. Grading of responses to each question may be done by one or more committee members as determined by the committee prior to the exam. Within 10 working days after exam answers are received in the Assistant Dean's Office, the committee members will turn in their written evaluations of the examination to the committee chair.
8. Within five working days the chair will collate the committee's responses and prepare a written summary evaluation for the candidate and the Assistant Dean (copies of individual committee member responses and the supervisor committee chair's summary evaluation are to be filed by the Program Coordinator).
9. The committee has the discretion to require the student to rewrite a discrete section of the examination if the chair and committee members judge that the student could address the issue within 5 days.

Preliminary Examination Evaluation Rubric

Members of the Dissertation Committee use an evaluation rubric to evaluate the preliminary exam. The rubric examines the extent to which the student satisfies the following criteria:

Criterion	Satisfactory	Unsatisfactory
The student is able to synthesize theoretical and empirical knowledge to proceed with writing a dissertation proposal in a focal area of study.		
The student demonstrates sufficient command of methods and methodological issues to proceed in writing a dissertation proposal in a focal area of study.		
The student demonstrates sufficient knowledge of the discipline of nursing to engage in research that will contribute to nursing science.		
The student communicates research ideas clearly in scholarly written form.		

Preliminary Examination Results

1. In keeping with Graduate School policy, successful completion of the preliminary examination requires four affirmative votes from a 4-person committee and must be completed by May of Year 3. Committees of 5 or more persons may only have one negative vote. If the chair of the committee casts a negative vote, the student will not pass the examination. The Program chair is responsible for submitting the [Report of the Doctoral Preliminary Examination Form](#) and for ensuring that all preliminary committees understand and follow the correct Graduate School procedures. For instructions on how to complete the exam form please see the [Graduate School Academic Policies and Forms](#) website.
2. Based on an evaluation of the examination, the student's committee may make

recommendations for additional course work or other instruction. These recommendations will be reported to the Assistant Dean and will be addressed in the student's next progress report.

3. In keeping with Graduate School policy, a student who fails the preliminary examination may apply, with the consent of the full supervisory committee and the Dean of the Graduate School, for the privilege of a second examination to be taken no earlier than three months after the date of the first exam. A second opportunity to take the exam is an option only if recommended by the committee. Successful completion of the second examination requires the affirmative vote of all original committee members. Failure on the second examination will render a student ineligible to continue a program for the PhD degree at Duke University.
4. After successful completion of the preliminary examination, the committee members will sign the [Report of the Doctoral Preliminary Examination Form](#) indicating the action of committee and will turn the form into the PhD Program Coordinator to be submitted to the Graduate School. If a candidate member participates via conference call, the form must be forwarded to the committee member for their signature. No other committee members can sign on their behalf; the Graduate School will not accept the paperwork without original signatures, as this is a legal document. Please see the [Guide for Submission of the Doctoral Preliminary Exam Report](#) for additional information on completion of the preliminary exam form.

2. The Dissertation Proposal

1. By the end of the third year the student must pass a written and oral defense of their dissertation proposal. If membership of the Supervisory Committee has changed, the student must file a new Committee Approval Form at least one month prior to proposal defense.
2. The student will develop the dissertation proposal in consultation with the dissertation chair and other committee members. The dissertation must be formatted using the Duke University Graduate School Dissertation template. The research plan will be in sufficient detail that the feasibility and rigor of the study can be assessed.

The Dissertation Proposal Defense

1. The student will provide a copy of the proposal to each committee member at least two weeks prior to the scheduled defense.
2. The focus of the proposal defense is the dissertation project; however, the student may expect questions about the larger intellectual area represented by the dissertation proposal. At the defense, the supervisory committee will discuss, make suggestions, and approve the dissertation proposal if it is acceptable. Once the committee has met with the candidate to discuss the dissertation proposal, the committee determines whether the candidate is prepared to proceed with the dissertation project. If more than one of the four members of the committee believes that the candidate is not prepared to proceed, another defense will be scheduled after the student revises the dissertation proposal in consultation with the committee. If for a second time, more than one member of the committee feels that the candidate does not have a viable dissertation project, the candidate is not qualified for the dissertation stage. A negative vote cast by the chair of the dissertation committee will mean a failure on the defense. It is understood that any disqualification by committee members must center on the dissertation proposal.
3. The student and committee should have an open discussion about authorship on dissertation manuscripts. Authorship is not guaranteed and should be based upon committee members' contribution to the scholarly work.

3. The Dissertation

The dissertation, based on original research by the student, will demonstrate competence in scientific writing and the student's ability to communicate the results of significant research.

All dissertations in the School of Nursing will use the manuscript style, which facilitates publication of the student's work. Manuscripts of published articles and papers in review or to be submitted authored by the student and based on research conducted or supporting intellectual work may be included. The dissertation must include a minimum of three manuscripts, two of which must be data-based.

The dissertation, however, is not simply a collection of manuscripts; it must describe the larger context of the research and logically connect the papers by presenting an integrated research theme. The dissertation thus will include:

- An abstract
- Table of contents that includes each chapter and its figures and tables
- An introduction section that identifies and presents the student's focal area of research and links each paper to that research.
- Each data-based manuscript chapter should include a review of the literature and use an acceptable convention for data-based reports.
- A final chapter that provides a synthesis and discussion of all papers bringing them into a broader focus.

When co-authored papers are included in the dissertation, the candidate must be the first author of the paper. Though the writing is expected to be the student's own, many dissertation projects involve collaborative work; the contributions made by other researchers must be identified fully and specifically for each chapter in a preface to the relevant chapter. The dissertation chair must attest to the accuracy of this statement at the doctoral oral defense. The committee must approve inclusion of co-authored materials prior to the final defense.

If previously published copyrighted material is presented in a dissertation, the candidate must obtain a signed waiver from the copyright owner (usually the publisher) and submit this to the Graduate School with the final dissertation.

The student and committee should re-visit authorship on remaining dissertation manuscripts. Authorship is not guaranteed and should be based upon committee members' contribution to the scholarly work.

Collaborative Work. Multi-authored articles may be included in the manuscript if the student's contribution to that article, and the relationship of the research described in the article to the thesis/dissertation, are made clear in the Introduction. The text of your chapters must be your own, even if the work was collaborative. It is the responsibility of the student's thesis/dissertation committee to ensure that a thesis/dissertation represents the original, individual efforts of the candidate.

Using Materials Copyrighted by Others. As the author of the manuscript, you will be asked to certify that any previously copyrighted material used in your work, beyond "fair use", is with the written permission of the copyright owner. Please refer to Copyright and Your Dissertation or Thesis. Please consult the following site for information on "When U.S. Works pass into the Public Domain. The United States Copyright Office is a valuable resource for any question you may have concerning previously published work. Book and journal publishers normally hold the copyright for all materials they publish. Even if you are the sole author or one of several authors of material in a published book or journal, you must obtain

written permission from the copyright holder if you are including this material in your thesis/dissertation.

If previously published copyrighted material is presented in a dissertation, the candidate must obtain a signed waiver from the copyright owner (usually the publisher) and submit this to the Graduate School with the final dissertation.

The student and committee should re-visit authorship on remaining dissertation manuscripts. Authorship is not guaranteed and should be based upon committee members' contribution to the scholarly work.

Basic requirements for preparing the dissertation (e.g., quality of paper, style, form and binding) are prescribed in the [Guide for the Electronic Submission of Thesis and Dissertation](#) (available on the Graduate School's Web site) or more specific aspects of form and style, the student is advised to use the [Publication Manual of the American Psychological Association, Seventh Edition](#).

Items to Be Reviewed Before Scheduling the Dissertation Defense

Items should be submitted one week prior to the committee meeting with the student.

1. Completion of all core coursework.
2. Most recent scholarly portfolio (see pp. 31-32), including:
 - documentation of fulfillment of all Graduate School and Duke University Medical Center training requirements
 - curriculum vitae
 - summary of service to school or profession
 - completed objectives and evaluation for the doctoral Mentored Research Practica and Teaching Synthesis
 - NRSA application (or other external grant application) for predoctoral fellowship support
 - Research presentations given since entry into program (three expected prior to dissertation defense)
 - manuscripts in review or published since entry into the program (two expected prior to dissertation defense)

Composition of the Dissertation Committee

1. The Associate Dean of the Graduate School must approve the supervisory committee at least one month before the dissertation defense; any changes in the committee will require the completion and approval of a revised form. If the dissertation committee is the same as the preliminary committee, it is not necessary to submit a new committee approval form.
2. All approved committee members must be present at the dissertation defense. One approved committee member may participate remotely in a dissertation defense with prior authorization of the Associate Dean for Academic Affairs of the Graduate School (Graduate School ADAA). Any member participating remotely must be pre-approved by Graduate School ADAA.
 - There is no longer a requirement for "original signature" on exam paperwork by a remote exam participant. The Graduate School will accept an emailed PDF note on institutional letterhead indicating the name of the examinee, the date of the dissertation defense, and the remote participant's vote as to whether the person passed or failed the exam. Templates for the text to be used will be provided to remote participants with the approval notice from the Graduate School ADAA.
 - The remote participant must include his or her signature on the document and email it to the PhD Program Coordinator as a PDF. The Program Coordinator will then submit it to the

Graduate School.

Final Dissertation Defense

1. The doctoral dissertation should be submitted and successfully defended within two calendar years after the preliminary examination is passed. Refer to the current [Bulletin of the Duke University Graduate School](#) for procedures for requesting an extension if necessary. The student will develop the dissertation in consultation with the dissertation chair and other committee members. The dissertation, written in the previously described format, and given the chair's approval will be distributed to committee members.
2. The dissertation defense is administered by at least four members of the supervising committee, who must have at least two weeks to read and review the completed dissertation before the final examination. The final oral exam will focus on the dissertation research, but questions may also address the nursing discipline as it relates to the student's major area of research. The final oral examination time and location is published by the Graduate School and thus, the student should expect that others may attend the defense.
3. Successful completion of the dissertation defense requires at least four affirmative votes and no more than one negative vote. The sole exception to this policy is that a negative vote cast by the chair of the committee will result in a failure. A student who fails the dissertation defense may be allowed to repeat the defense, but no earlier than six months from the date of the first defense. Permission to defend for a second time must be obtained from the dissertation chair and from the dean of the Graduate School. Failure to pass the second defense renders the student ineligible to continue work for the PhD degree at Duke University.

Dissertation Defense and Application to Graduate Process

1. The student will complete a new [Committee Approval Form](#) at least one month before the final dissertation defense if committee membership has changed since the Preliminary Examination. If the dissertation committee is the same as the preliminary committee, it is not necessary to submit a new committee approval form, the student must send an email to gradacademics@duke.edu and [the PhD program Office](#) indicating there is no change in their committee
2. The student must complete the [Apply to Graduate process](#) in Duke Hub, including the Intent to Receive Degree form, by the deadline listed on the Graduate School website for the desired graduation date.
3. The student must clear the date and time for the dissertation defense with all members of the committee and the PhD Program Coordinator to ensure there are no conflicts. The PhD Program Office will assist with scheduling a room setting up a practice run with IT support, and submitting required paperwork for the Graduate School.
4. The Final Milestone Examination Certificate (Evaluation of Dissertation Defense) will not be released by the Graduate School until notification is received from the PhD Assistant Dean's office and the student has submitted the dissertation to the Graduate School for a format check. The Chair or both Co-Chairs of the examination committee receives the examination certificate via email from Graduate School Academic Affairs at least 24 hours prior to the scheduled examination. At the conclusion of the examination, the Chair or both Co-Chairs completes enters their full name(s) off committee members, along with their evaluation (Pass, Fail) to confirm the validity of the examination and its outcome. The Chair or Co-Chairs then emails the form to the DGS of the student's department/program, who signs the form and submits to the Graduate School (gradacademics@duke.edu). All forms must be received no later than 14 days after the defense or by the published deadline, whichever comes first.

If the dissertation requires more than minor revisions the committee reserves the right to review the final dissertation prior to submission to the graduate school or delegate approval of the revisions to the chair. General requirements of the Graduate School for submitting the dissertation should be reviewed [closely](#) in the [Thesis and Dissertation](#) site.

GRADUATE RECOGNITION AND COMMENCEMENT

Graduation occurs only once a year for PhD students. To participate in Duke University Commencement Exercises, Graduate School Hooding, and School of Nurse Graduate Recognition Ceremony, students need to successfully defend their doctoral dissertation by the Spring graduation deadline. Successful dissertation defenses completed by the Summer and the Fall can participate in the May ceremonies after the successful defense. Although graduation only occurs once a year, degrees are conferred three times a year: Fall (December), Spring (May), and Summer (September).

[Duke University Commencement Exercises](#)

Duke University conducts one commencement ceremony annually. The Duke University Commencement Exercises for all graduates are held at Wallace Wade Stadium on a Sunday in May. Information about the Duke University Commencement Exercises and a full list of graduation weekend events are posted each year at the [Duke University Commencement website](#).

[Duke University Graduate School Hooding](#)

The Graduate School conducts one hooding ceremony annually in May. The PhD hooding ceremony is similar to a graduation in that faculty and students are dressed in [academic attire](#). During the ceremony, the name of each graduate is called, and the graduate goes on stage with his or her faculty adviser(s). The adviser places the doctoral hood over the head of the graduate, signifying his or her success in completing the graduate program, and the dean of The Graduate School then congratulates the graduate.

Each doctoral candidate is asked to invite a Duke faculty member to perform the hooding. The faculty member may be the candidate's adviser or another faculty member of the candidate's choice. If a faculty member is not available, the dean of the Graduate School will perform the hooding. More information is available at the [Ph.D. Hooding Ceremony website](#).

[School of Nursing Graduate Recognition Ceremonies](#)

The School of Nursing hosts a Hooding and Recognition Ceremony for its graduates to recognize and celebrate their accomplishments. All graduates are expected to attend this ceremony. Ph.D. graduate participate once a year in the May graduation ceremony. All faculty are also expected to attend and participate in the School of Nursing Hooding and Recognition Ceremony. School of Nursing graduates can find additional information about the School of Nursing Hooding and Recognition Ceremony on the [School of Nursing graduation website](#).

[Tuition and Fees](#)

The School of Nursing expects its doctoral students to take an active role in the funding of their education by applying for Graduate School Fellowships on admission. They also will apply for an individual National Research Service Award (NRSA) and other applicable awards by the end of their first year or become funded on a sponsored research grant.

School of Nursing Support for PhD Students

The School will commit to providing support to students via scholarships for tuition and fees that are not otherwise funded, in addition to the payment of stipends that are not funded by other sources, as follows:

Tuition

It is the expectation of the Graduate School that PhD students will be fully supported for a minimum of five consecutive years, beginning with their year of matriculation. Tuition is charged on a per semester basis for all graduate students. Please visit the following link <https://gradschool.duke.edu/financial-support>.

Graduate School Fees

Recreation Fee: The Graduate School will provide funding for all PhD student Duke Recreation fees. (e.g., the Wilson and Brodie gyms).

University Health Fees

Health Insurance: Coverage is required. Students may select coverage from [Duke's Student Medical Insurance Plan](#) (SMIP), or provide proof of comparable health coverage. Students who choose SMIP will be charged in the fall semester, based on a rate that is tiered-by-age. Additional health insurance information is available through the provider, [Gallagher](#). For additional information please contact [Student Health](#).

Stipends

The School of Nursing will provide full stipend support through the fifth year, but expects the student to actively participate in gaining funding support.

Other Fees (Student Costs)

Parking Fee: Students should contact [Duke Parking and Transportation](#) for information about parking availability and regulations.

Funding Support Opportunities

While the School of Nursing provides up to five years of full support, provided that academic performance remains satisfactory, we expect students to apply for institutional and external fellowships in their fields. In accordance with graduate school regulations, when students receive outside funding, they will not receive any credit towards additional funding for future years from the School of Nursing. We support students to complete the PhD program in a timely manner.

Conference Funding

Students who have passed the preliminary exam may apply to the Graduate School for [Conference Travel Awards](#) to cover the costs of travel to and from conferences where they are presenting work.

Graduate School Awards

- Students who have passed their preliminary exam may apply to the Graduate School for additional sources of funding to support research and writing. The Graduate School offers a number of [competitive awards for advanced students](#), including:
- Aleane Webb Dissertation Research Fellowship
- International Research Fellowships
- Katherine Goodman Stern Dissertation Year Fellowship
- Jo Rae Wright Fellowship for Outstanding Women in Science
- Anne Firor Scott Dissertation Completion Fellowship
- Named Instructorships in Arts and Sciences
- Summer Research Fellowships (all students need to apply as the summer funding is not guaranteed) to allow students to continue their education and/or research over the

summer break, free of non-academic service obligations. The fellowship will pay a stipend for the period June 1-August 31 plus summer tuition and health fee in three equal installments.

- Competitive Summer Research Fellowships (for students between years three and six)
- 9-month Library Internships

External Grants

Students will have guidance from DUSON faculty in writing grant applications to external agencies or foundations as part of the course work and through individual advising relationships. Examples of funding agencies include the National Institutes of Health, Agency for Health Research and Quality, Robert Wood Johnson Foundation, and specialty focused agencies such as the John A. Hartford Foundation and Oncology Nurses Society. Faculty will work with students to identify potential sources of external grant funding.

NON-ACADEMIC POLICIES AND PROCEDURES

Duke University – Tobacco Free Campus Policy

Duke University is a tobacco free campus. Use of all tobacco products, including smokeless products and e-cigarettes, is prohibited on all property and grounds owned and leased by Duke University.

Alcohol / Drug Policy

Duke University's alcohol policy encourages students to make responsible decisions about the use of alcoholic beverages and promotes safe, legal, and healthy patterns of social interaction. Duke recognizes its students to be responsible adults and believes that students should behave in a manner that is not disruptive or endangering to themselves or others and is in compliance with state and local laws regarding the possession, consumption, sale, and delivery of alcohol.

Duke University prohibits members of its community to manufacture, sell, deliver, possess, use, or be under the influence of a controlled substance without legal authorization. A controlled substance includes any drug, substance or immediate precursor covered under the North Carolina Controlled Substances Act, including but not limited to opiates, barbiturates, amphetamines, marijuana, and hallucinogens. The possession of drug paraphernalia is also prohibited under North Carolina state law and university policy. Drug paraphernalia includes all equipment, products and material of any kind that are used to facilitate, or intended or designed to facilitate, violations of the North Carolina Controlled Substances Act.

In addition to current matriculation processes, i.e., criminal background checks, satisfactory completion of all academic requirements as documented by final official transcripts, Duke University School of Nursing requires drug testing of all entering nursing school students at the time of matriculation.

Consistent with existing state and federal laws and University and Health System or other training site policies and procedures, diversion of controlled substances, record falsification, theft of controlled substances, and drug substitution are prohibited and shall result in corrective action up to and including academic dismissal. Cases of confirmed diversion will be reported to appropriate agencies, including but not limited to state boards of nursing and the Drug Enforcement Agency (DEA).

Reasonable Accommodation Process

Students who wish to be considered for reasonable accommodations at Duke University must self-identify

to the [Duke Access and Accommodation Service/Student Disability Access Office](#).

Students currently enrolled at Duke University who want information about receiving consideration for reasonable accommodations should contact [Duke Access and Accommodation Services/Student Disability Access Office](#) at (919) 668-1267 for information.

[Duke University Office for Institutional Equity](#)

Under the auspices of the President, the [Office for Institutional Equity](#) provides institutional leadership in enhancing respectful, diverse and inclusive work and learning environments for the Duke Community. The office provides a range of services that uphold values of equity and diversity, as well as support compliance efforts in the areas of equal opportunity, affirmative action and harassment prevention.

[Duke University Non-Discrimination Statement](#)

Duke is committed to encouraging and sustaining a learning and work community that is free from prohibited discrimination and harassment. Duke does not discriminate on the basis of age, color, disability, gender, gender identity, gender expression, genetic information, national origin, race, religion, sex (including pregnancy and pregnancy-related conditions), sexual orientation, or military status, in the administration of its educational policies, admission policies, financial aid, employment, or any other institution program or activity.

Duke has designated the Vice President for Institutional Equity and Chief Diversity Officer as the individual responsible for the coordination and administration of its nondiscrimination and harassment policies. More information is available on the [OIE website](#).

[Communication between Duke University and Students](#)

Electronic mail (e-mail) is the official medium by which Duke University communicates policies, procedures, and items related to course work or degree requirements to students enrolled at the university. All matriculated students of the School of Nursing are assigned a Duke University e-mail account upon acceptance of an offer of admission. **It is the student's responsibility to check this e-mail account regularly and to respond promptly to requests made by e-mail. No other e-mail account may be used for official communication with the school.**

[Use of Social Media](#)

[Overview](#)

The Duke University School of Nursing (DUSON) recognizes and supports the professional use of social media by faculty, staff and students. In using social media, members of the DUSON community have an obligation to conduct themselves in accordance with all clinical institutional social media policies, Duke University Community Standard and the DUSON Academic Integrity and Professionalism Policy.

[Social Media Defined:](#)

Social media refers to any online networks, which connect and engage people, and where user generated content is publicly shared. Examples of social media include technology tools, online sharing sites and networks (e.g., Facebook, Twitter, LinkedIn, Pinterest), photo and video sharing sites (e.g. Instagram, Facebook Watch, Snapchat, TikTok, YouTube, blogs, listservs), audio platforms (e.g. Clubhouse, Anchor, Spotify), message boards or discussion forums (e.g. Reddit, Quora, Allnurses.com), closed/private community platforms (e.g. Slack, Facebook Groups, Microsoft Teams) and similar online sharing sites that feature user-generated content, which may arise in the future.

While new technologies create new opportunities for communication and collaboration, they also create vulnerabilities for individuals and institutions, especially those involved in the health care environment. The purpose of this policy is to promote the safety and privacy of faculty, staff, students, patients and their families, and visitors through the protection of sensitive and confidential information. DUSON recognizes and supports professional use of social media and recognizes that the workforce participates in social media for personal use. This policy covers the use of social media and internet activities that associate the DUSON community with all institutions who support DUSON through clinical placements. Since social media often spans traditional boundaries between professional and personal relationships, additional vigilance is required to ensure that one is protecting personal, professional, and university reputations.

All faculty, staff and students within the DUSON community are expected to observe professional standards for communication in all interactions and exercise wisdom and caution in using social media. Once posted online, the content leaves the contributing individual's control forever and may be traced back to the individual in perpetuity. Bear in mind that people have been denied employment because of information posted on social networking sites.

The following guidelines apply to the DUSON community who identify themselves as part of DUSON on professional and personal social media sites:

- Protect confidential and sensitive information. Do not post confidential information about the university, staff, students, clinical facilities, patients or others with whom one has contact in the role as affiliated with DUSON.
- Students and faculty/clinical instructors in clinical settings should familiarize themselves with the social media policies of those agencies.
- Faculty, staff or students will not initiate or accept friend requests (or the like) from patients or patient families except in unusual circumstances when there is an established relationship prior to the date of treatment.
- Faculty, staff and students will not participate in online conversations with patients, patients' families, and others regarding patient information.
- Activities that occur during clinical experiences will not be shared through social media. Sharing information includes, but is not limited to posting pictures of patients, families, patient records, healthcare workers, interiors of clinical sites, faculty, fellow students, etc.
- Adhere to copyright laws and intellectual property rights of others and of the university.
- DUSON or Duke logos or graphics/images are not to be used on personal social media sites or to promote/endorse a product, cause, political party or candidate.
- Personal phone conversations, texting, or use of social media is not allowed at any time while in patient/client areas. Personal phone conversations, or use of social media is not allowed at any time while in the classroom.
- Recording or videotaping of professors, students, staff, or educational activities for personal or social media use is prohibited unless the individual(s) involved grant permission for such taping.

The social media policy also applies to anyone engaged in human subject research with patients or families and to all visiting scholars.

Consequences:

DUSON will investigate and adjudicate potential violations of this policy. Consequences for failure to abide by any component of this policy may result in disciplinary action, including but not limited to formal

reprimand, suspension, course and/or clinical failure, dismissal from the program based on the type and seriousness of the violation.

Employees are subject to these consequences including termination.

DUSON may have mandatory reporting obligations to licensing and credentialing bodies. Breaches of the social media policy may be submitted to the North Carolina Board of Nursing, which may affect licensure or eligibility for licensure.

Students should also be aware of the social media policies of non-Duke facilities and adhere to these. Breach of these policies may result in additional penalties from the facility.

Creating Social Media Pages and Sites:

The purpose of a DUSON-branded social media presence enhances and strengthens the Duke Brand Identity, and individuals, groups or departments and centers should not create Duke-branded social media sites. Under certain circumstances, the School will permit the creation of social media sites associated under the DUSON brand.

Permission to create these sites must be granted by the Assistant Dean for Strategic Communications or a designee.

If permission for a DUSON-branded site is granted, members of the School's Communications Department must be included among the site's administrators. All Duke University, Duke Health and Duke University School of Nursing brand, communication and social media standards must be maintained.

DUSON Student Flu Policy

Purpose:

Duke Health - which includes Duke University Health System (DUHS) and the Schools of Nursing and Medicine—is committed to reducing the prevalence of the influenza virus within our community. Students enrolled in all programs at the Duke University School of Nursing must abide by the [Healthcare Worker Flu Vaccination Policy and Procedure](#). Per the policy, healthcare workers includes health profession learners and associated faculty/instructors. Receiving an annual flu vaccine is mandatory and is a condition of enrollment for all Duke University School of Nursing (DUSON) students.

A student's failure to comply with requirements of the School of Nursing may result in administrative withdrawal from the School of Nursing. Annual influenza vaccination or documentation and approval of medical or religious exemption is required of all students.

Policy:

All currently enrolled DUSON students (on campus, online/distance based) are required to comply with the [Healthcare Worker Flu Vaccination Policy and Procedure](#) and must provide documentation of the vaccine by the established DUSON deadline. Students who begin their program in the spring semester must submit initial documentation in accordance with the established pre-enrollment compliance deadline.

Procedure:

In September of each year, the Vice Dean for Academic and Student Affairs will contact all currently enrolled DUSON students (on campus, online/distance based) via their Duke email account directing them

to comply with the mandatory flu vaccination requirement.

Duke Student Health offers free flu vaccines to currently enrolled students who pay the Duke Student Health Fee. New and current students can also get a flu vaccine from their healthcare provider, or any immunization provider. If students receive the vaccine from a provider outside of the Duke network or from some Duke-affiliated practices, they will need to send documentation of the shot to SON_StudentCompliance@dm.duke.edu or fax to 919-681-0715. Students enrolled in the ABSN and Nurse Anesthesia Programs should submit documentation via the [CastleBranch](#) system.

Exemption to influenza vaccination may be granted for documented medical contraindications as established by the CDC or documented religious beliefs. Note that egg allergy will no longer be approved for medical exemption, due to the availability of egg-free vaccine. Exemptions must be applied no later than the established deadline for the current flu season. Medical and Religious exemptions must be applied for annually.

Students who have a medical or religious reason to request an exemption may do so by completing the [religious exemption](#) or [medical exemption](#) request form and submitting it to the Office of Student Services for the Assistant Dean of each program to review. The School of Nursing has final approval of all exemptions. Students required to attend a clinical may be required to submit additional documentation to that clinical site and exemption approval may be determined by that site. Medical or religious exemptions may preclude students from completing their clinical experiences at certain sites.

Requests for exemption should be send to SON_StudentCompliance@dm.duke.edu or by fax to 919-681-0715. All requests for exemptions will be reviewed and all decisions will be communicated directly to the requestor.

RESOURCES (DUKE UNIVERSITY)

(see also the [Duke University Student Affairs website](#))

Duke Student Health Services

Duke Student Health provides a variety of student healthcare services (including general medical care, allergy and travel clinics, some laboratory services, basic nutrition counseling, and physical therapy) at the Duke Student Health Center. Medical Services are provided by board-certified faculty physicians, physician assistants, nurse practitioners, and resident physicians under faculty supervision.

The Duke Student Health Center is located in the Student Wellness Center, 305 Towerview Drive. Hours of operation are listed [online](#). The Duke Student Health Center is not a "walk-in clinic"; students are seen by appointment. Appointments may be scheduled via phone at 919-681-9355 or online through the [Duke MyChart patient portal](#).

Many but not all services provided by the Duke Student Health Center are covered by the Student Health Fee. Information about covered and non-covered services is available online; this information may be subject to change over time. Students who are not sure whether a service is covered should ask the staff at the Duke Student Health Center before receiving the service.

Student Mental Health Services

The Duke University School of Nursing is committed to assisting in the care and well-being of our students at all points of their educational careers. As part of the University community, the School of Nursing works closely with Duke [Counseling and Psychological Services](#) (CAPS) to ensure that assistance can be provided to any student with personal or emotional concerns. CAPS provides a confidential, coordinated, and comprehensive range of counseling and psychological services to meet the unique needs of individual students.

Services include confidential assessment and brief counseling/psychotherapy regarding personal concerns about family, social, academic, and sexual matters. The professional staff is composed of psychologists, clinical social workers, and psychiatrists. Individual, couples, and group counseling may be utilized in helping students resolve their concerns once the student and staff member have identified together the most helpful alternative. CAPS services are available to all undergraduate, graduate, professional, and allied health students who pay the Student Health fee. There are no additional costs for these services. Students can make an appointment by calling (919) 660-1000.

Blue Devils Care

Building upon remote offerings from CAPS and Student Health, Blue Devils Care provides mental telehealth support to all students at no cost. Round the clock services are designed to assist students with issues that can be safely addressed remotely. Other offerings include scheduled counseling appointments and digital self-care designed to support and promote students well-being.

DukeReach

DukeReach helps individuals to identify support services from among the variety of resources across campus for on campus students or in one's local community for distance-based students. It is also a place to report non-crisis concerns about a student's health or behavior. Contact DukeReach at 919-681-2455 or by emailing dukereach@duke.edu.

Safety

Duke University has a continuing commitment to provide a safe environment for all members of the University community. The University's lighting system, including special blue lights to identify emergency telephones, police patrols, the Security Alert Network on the campus and medical center, van services, and automatic door locking devices are some of the measures taken to ensure safety. Duke University alone cannot guarantee the personal safety of each person who works or studies on campus. Safety is a community issue that can be addressed only through the active participation of every member of the Duke community. Each person must help achieve this objective by taking all appropriate precautions. Safety-related information and services are listed below.

Duke University Police

The [Duke University Police Department](#) (located at 502 Oregon St.) provides 24-hour law enforcement and security services to Duke's academic campus and health system, as well as off-campus areas.

If a crime is in progress or if you have an emergency to report, dial 911. For non-emergencies, call (919) 684-2444.

Get Assistance

Get Assistance provides resources so that students can feel safe and welcome at Duke as well as information on how to report an incident; gain help in an emergency or crisis situation; and access health and wellness and other services.

Duke University Student Affairs

The Duke University [Division of Student Affairs](#) includes a number of departments which support and enrich the educational experience of students at Duke University:

The [Center for Sexual and Gender Diversity](#) provides education, advocacy, support, and space for lesbian, gay, bisexual, pansexual, transgender, transsexual, intersex, questioning, queer, and allied students, staff, and faculty at Duke. The Center for Sexual and Gender Diversity also serves and supports Duke alumni/ae and the greater LGBTQ community.

The [Center for Multicultural Affairs](#) empowers students and their organizations to create a vibrant and inclusive multicultural student community. CMA promotes community engagement, multicultural education, and leadership development through its programs and services.

The [International Student Center](#) provides educational services and advocacy to the international population at Duke as well as outreach to the Durham community. The Center offers extensive cross-cultural programming and information to enhance the global mission of the university.

[Jewish Life at Duke](#) is comprised of the Freeman Center for Jewish Life and the Rubenstein-Silvers Hillel. The Freeman Center provides a home for Jewish life on campus while the Rubenstein-Silvers Hillel provides exciting and innovative programming throughout the Duke community. The combination works to foster and enrich Jewish life through social, educational, religious, and cultural activities.

[Center for Muslim Life](#) is committed to enriching the lives of Muslim students and the whole campus through events and activities that cater to the spiritual, social, and intellectual needs of Duke students.

The [Mary Lou Williams Center for Black Culture](#) strives to promote racial understanding, build community, and foster an appreciation for and increase knowledge of black people, black history, black culture, and the vast contributions of people of the African Diaspora.

The Duke University [Women's Center](#) works to improve the status of women in higher education at Duke. By educating the university community about gender-related issues, addressing matters of particular concern to women, and promoting a campus climate that is safe, healthy, and respectful of all people, the Women's Center enhances all students' academic experiences. In collaboration with student groups and faculty and staff colleagues, the Women's Center offers information, advocacy, technical assistance, referrals, and programming on a variety of gender-related issues, including safety, health, personal and professional development, sexuality, discrimination, harassment, and sexual assault support services.

Graduates and Professional Student Council (GPSC)

The [Graduate and Professional Student Council](#) is the umbrella student government organization for Duke's nine graduate and professional schools. GPSC represents and advocates on behalf of graduate and professional students; serves as a liaison between graduate and professional students and the University Administration; serves as a liaison among the student governments of the graduate and professional

schools; nominates graduate and professional student representatives to University committees; programs events of interest to the graduate and professional student community; and provides financial support for programming of graduate and professional student groups. GPSC functions are accomplished mainly through the General Assembly, in which representation is allotted to each degree-granting program according to the number of enrolled students. Representatives of each program and officers of the council are selected annually. School of Nursing students participate actively in this organization.

Students interested in representing the School of Nursing should inquire through the DUSON Student Government (Student Council) regarding election to GPSC.

The Libraries

The Duke University Library system, with more than seven million volumes, ranks among the top ten private research libraries in the United States. Its collections also include extensive holdings of serials, electronic resources, digital collections, and media, and more than fifteen million manuscripts. The system includes the Perkins/Bostock main library and the David M. Rubenstein Rare Book and Manuscript Library/University Archives on West Campus; Lilly Library (fine arts, philosophy, film and video, performing arts) and the Music Library on East Campus; and the Pearse Memorial Library at the Duke Marine Laboratory in Beaufort, North Carolina. The Duke University Library system also includes four independently administered libraries: the Divinity School Library, the Ford Library at The Fuqua School of Business, the Goodson Law School Library, and the Duke University Medical Center Library. For more information about the resources and hours of operation of each of the libraries, visit the [Duke University Libraries website](#).

The Duke University Medical Center Library (DUMCL)

Located adjacent to Duke Hospital in the Seeley G. Mudd Building, DUMCL supports patient care, teaching, and research activities of the Duke University Medical Center by providing its users with consistent and efficient access to timely, relevant biomedical information. The DUMCL collection has approximately 183,500 volumes. Users have access to more than 4,300 biomedical electronic journal subscriptions, including more than 375 full-text online nursing journals.

DUMCL maintains a robust online presence, thereby extending access to library resources and services beyond its physical location. The library also offers reference and educational services (consultations and training in database searching and information management), as well as a wide variety of tutorials and Internet subject guides on its website. [The Duke University Medical Center Library website](#) provides access to licensed and locally created databases, electronic books and journals, and online learning and reference tools. Databases include PubMed, Ovid MEDLINE, CINAHL Plus with Full Text, Cochrane Library and the Cochrane Database of Systematic Reviews, EMBASE, PsycINFO, Web of Science, Nursing Consult, and many others. The library website also includes hundreds of free Internet resources organized into subject guides that are searchable by keyword. Electronic resource guides such as Nursing Tools provide quick and easy access to important tools and evidence-based practice information as well as other library services. Interlibrary loan services fill requests for materials not available in the Duke Libraries or online, and books and journal articles can be requested from libraries across the state and the country. A desktop delivery service provides digital copies of materials directly to the requester's workstation.

Medical Center Librarians provide in-depth consultations to faculty, staff, and students. These consultations can include individualized training in resources, identification of the best resources to meet the user's need, development of effective search strategies, assistance with bibliographic

software, and advice on other information management skills and resources. The Library staff also provides educational sessions customized to the needs of School of Nursing users.

Checking Out Books: You need a Duke ID card/badge or [DukeCard](#) with a valid bar code in order to check out books. Books in the Medical Center Library circulating collection may be borrowed for a four-week period and renewed twice, unless someone else has placed a hold on the item. Materials may be renewed online, by phone, or in person at the Library. Refer to the Duke University Libraries website for additional information about borrowing privileges and other services.

DUSON GENERAL INFORMATION

(Students should consult the School of Nursing website for the most up to date information regarding services, resources, and policies. Below are a few of the noteworthy items for students to keep in mind throughout the academic year).

Student Identification Badges / Cards

Students enrolling for the first time are issued identification badges (Duke Card) that they should wear at all times. The card is a means of identification in clinical sites as well as for library privileges, athletic events, and other University functions or services open to graduate students. The first card is issued free; replacement cards cost \$10 each. The Medical Center Duke Card Office is located at 04230 Duke Clinics Building (adjacent to the Medical Center Bookstore). For more information, call the Medical Center Duke Card Office at (919) 684-2273 Monday-Friday between 7:30 am-5:00 pm or consult the [Duke Card](#) website.

ID badges must not be transferred or loaned to non-Duke students. Lost or stolen badges should be reported immediately to the Office of Admissions and Student Services. A replacement fee of \$10.00 will be assessed if a badge is lost or stolen.

Parking

Students who are not Duke employees must use designated parking at the fee determined by the University. Students register for parking permits (and renew permits annually) online through the [Permits](#) web page of the Duke University Parking and Transportation Services web site. Additional information is available through the [Parking and Transportation Services](#) web site or by calling the Parking and Transportation Services Office at (919) 684-7275. Office hours are Monday–Friday 7:30 a.m.–3 p.m.

ePrint

Duke's ePrint print management system allows DUSON students to print directly from their own computers to print stations in the Pearson Building and elsewhere on campus. In order to use this system, students must download ePrint software (free from OIT) and install it on their computers. (For details, consult the [OIT ePrint](#) webpage.) Students receive a printing allocation each semester which supports black-and-white laser printing through the ePrint quota system.

Name and Address Changes

To make name and other biographical information changes, follow the instructions from the [Office of the Duke University Registrar](#). It is the student's responsibility to assure that home and mailing addresses as well as phone numbers are updated as changes occur. This can be done in DukeHub. After graduation,

submit name and address changes to the Graduate School and also to the Duke Alumni Association.

Technology Support

Computer and other technology support is provided for the School of Nursing by SON-IT. A full description of the services available and how to access them is provided on the [SON-IT webpage](#).

DUSON RESOURCES TO SUPPORT STUDENTS

The School of Nursing has a wide array of [resources to support students](#) in the academic careers. These services are presented in great detail on the DUSON website. Students should familiarize themselves with the website information and consult it often for updates and changes. These include but are not limited to:

- Student Success Center
- Stress First Aid
- Student Technology Resources

DUSON STUDENT ORGANIZATIONS

The School of Nursing has a plethora of student organizations that offer activities to support and interest students. A comprehensive listing of these organizations as well as information about joining or starting a student organization is available on the [DUSON website](#).

Appendix A

Duke University School of Nursing Student Complaint and Dispute Resolution Process

For Academic Issues

Purpose

The purpose of this document is to describe the process by which student concerns related to academic issues may be brought to resolution. This procedure does not apply to a dispute about a grade earned unless it is alleged that the determination of the grade resulted due to a failure to follow published policies or procedures. Additionally, if the complaint is regarding the quality of a course or instruction in a course, it should be addressed through the course and instructor evaluation process. Issues of harassment or discrimination, or if a student believes that they have been retaliated against as a result of utilizing this process, fall under the auspices of the Duke University Office for Institutional Equity. The Duke Student Ombudsperson is also available to help students confidently advocate for themselves as an informal and impartial resource.

Resolution Process¹

The student and faculty are encouraged to collaborate to reach a solution. In the event it cannot be resolved, the student may initiate the process outlined below.

1. A written request for a meeting with the faculty member must be made within three (3) business days of the occurrence of the issue. The meeting request should be specific as to the issue and the resolution being sought. Upon receiving the request, the faculty member or faculty designee will schedule the meeting with the student within five (5) business days. The faculty member will document the decision, agreed upon action plan, outcome, or resolution to the student in an email within three (3) business days. After review of the documentation, the student can request consideration of the matter by the appropriate program administrator (Academic Program Assistant Dean (AD)).
2. A written request for a meeting with the appropriate program administrator (Academic Program Assistant Dean (AD)) must be made within three (3) business days. Upon receiving the request, the AD will schedule a meeting with the student and faculty member within five (5) business days. Students may also request to include an academic advisor be present at the meeting. The agreed upon action plan, outcome, or resolution will be documented to the student in an email within three (3) business days. After review of the documentation, the student can request consideration of the matter by the Vice Dean for Academic and Student Affairs (VDASA).
3. A written request for a meeting with the VDASA must be made using the Request for Formal Resolution of Student Complaint Related to Academic Issues form (located in this policy) within three (3) business days. Upon receiving the request, the VDASA will schedule a meeting with the student, the faculty member, and appropriate program administrator (Academic Program Assistant Dean (AD)) within five (5) business days. Students may also request to include an academic advisor be present at the meeting. After meeting, the VDASA will make a written

¹Audio/video recording of meetings at any point in the process is prohibited.

summary as to the resolution of the issue within three (3) business days. This summary will be signed by the VDASA and the student and be shared with all involved parties including the Dean. This document will be retained in the student's file (created or maintained per programmatic recommendations) and DUSON's formal complaint file for accreditation purposes.

4. The student can appeal the VDASA's decision to the Dean. The appeal must be in writing and received by the Dean within three (3) business days of the VDASA's decision being sent to the student. The Dean may review the VDASA's decision only in cases where (i) there is new information not reasonably available at the meeting that could have materially affected the outcome; or (ii) a perceived breach of the resolution process that materially affected the outcome. The student's appeal request must identify the ground(s) for appeal. Appeals are based solely on the written record (including any written submission or response provided by the student), unless determined otherwise by the Dean. When an appeal is received, the VDASA will provide the Dean with the full record. After consideration of the appeal, the Dean will issue a written decision and provide copies of the decision to the student, the VDASA, and other appropriate parties. The decision of the Dean is final.
5. Once the procedural process is deemed final, the documented action plan, outcome, or resolution is implemented through the appropriate offices at DUSON. All decisions are shared with relevant individuals as appropriate and remain in effect through the designated time period.

Duke University School of Nursing
Request for Formal Resolution of Student Complaint
Related to Academic Issues**

1. Date of Occurrence:

2. Individual(s) directly involved:

3. Description of issue and steps taken for resolution: *(Include dates, times and meeting participants)*

4. Resolution sought:

(Additional supporting documentation may be attached as appendices to the complaint)

Student Name: _____

Student Signature: _____

Date: _____

**This form must be submitted to the Vice Dean of Academic Affairs within 3 business days after the documented decision from the appropriate program administrator (Academic Program Assistant Dean (AD))

Appendix B

Academic Integrity and Professionalism Policy for Duke University School of Nursing Community

Purpose

The overall objective of the Academic Integrity and Professionalism Policy (AIPP) is to promote an environment of intellectual honesty, professionalism, trust, and integrity in the Duke University School of Nursing (DUSON). Furthermore, this policy is intended to guide the academic and professional behavior of DUSON students as it applies to all endeavors and conduct pertaining to nursing education, research, and practice. All DUSON students are representatives of both the School and of the nursing profession and are expected throughout their education to engage in appropriate interpersonal conduct, act ethically, take responsibility for their actions, and be mindful of their impact on others in the community. DUSON supports the ethical and professional development of students to enable them to grow in their ability to act with academic and professional integrity. It is a core academic requirement that each DUSON student affirms their commitment to adhere to the Duke University Community Standard, DUSON Mission and Values, and the AIPP.

Issues of harassment or discrimination fall under the auspices of the Duke University Office for Institutional Equity. This policy does not replace any reporting requirements or actions related to other licensing, regulatory, or legal issues.

*The Duke Community Standard**

All members of the Duke University community are expected to uphold the Duke Community Standard, which is:

Duke University is a community dedicated to scholarship, leadership, and service and to the principles of honesty, fairness, respect, and accountability. Citizens of this community commit to reflect upon and uphold these principles in all academic and nonacademic endeavors, and to protect and promote a culture of integrity.

To uphold the Duke Community Standard:

- I will not lie, cheat, or steal in my academic endeavors;
- I will conduct myself honorably in all my endeavors; and
- I will act if the Standard is compromised.

* Adapted from *The Duke Community Standard in Practice: A Guide for Undergraduates*

Policy

Academic Integrity and Professionalism Policy (AIPP) for Duke University School of Nursing Community

Integrity at DUSON comprises six fundamental values: honesty, trust, fairness, respect, responsibility, and courage. More details regarding these values can be found on the International Center for Academic Integrity (ICAI) website. All members of the DUSON community are required to adhere to these **six fundamental values** and to demonstrate behavior consistent with these values including, but not limited to, the examples provided below.

A. Honesty

The following are examples of meeting the value of honesty:

- Using correct procedures for citation and documentation of references.
- Submitting only one's own work for course credit.
- Completing all graded academic work independently unless the faculty member or other responsible party has expressly authorized collaboration with others.
- Avoiding using a significant portion of any paper or project to fulfill the requirements of more than one course, unless receiving prior faculty permission to do so.
- Honestly representing one's own academic, clinical, and work credentials.
- Accurately documenting academic, research, clinical, or patient information.
- Consulting only authorized materials, equipment, or devices when taking tests, quizzes, examinations, or other evaluative procedures.
- Being truthful in applications for admission to academic programs, when seeking employment, and financial support for education or research.

B. Trust

The following are examples of meeting the value of trust:

- Using only one's own access codes, passwords, login codes, keys, and facility access cards.
- Refraining from engaging in romantic, sexual, or other nonprofessional relationships with patients and/or patient's family/care supporters.
- Practicing behaviors in the clinical setting that optimize the quality of patient care.
- Always identifying oneself as a student in clinical situations and avoiding misrepresentation of licensure and certification status.
- Protecting the confidentiality of all personal health information, whether it is transmitted electronically (including email, text messages, photos, audio, video, or any other electronic format), on paper, or through verbal communication.
- Refraining from accessing academic or administrative files, research documents, or patient medical records without authorization.

C. Fairness

The following are examples of meeting the value of fairness:

- Giving full credit and acknowledgement to all collaborators on projects and reports.
- Observing the time constraints imposed on tests, quizzes, examinations, and assignments², and take them when scheduled unless appropriately excused.
- Contributing equitably to group assignments¹.

D. Respect

The following are examples of meeting the value of respect:

² The term "assignment" is any work, required or volunteered, submitted to a faculty member, clinical instructor, preceptor, or other responsible party for review and/or academic credit.

- Treating all persons with respect in accordance with Duke University policies and requirements.
- Demonstrating respect for the cultural backgrounds of all people.
- Treating all members of the DUSON community, patients, research participants, and family members with respect and dignity at all times, both in their presence and in discussions about them with fellow students and professional colleagues.
- Respecting the rights of patients and research participants and their families to be informed about and to participate in decision-making concerning their health care or participation in research.
- Communicating truthfully with patients, research participants, families, and professional colleagues in all clinical situations to avoid misrepresentation.
- Respecting the modesty and privacy of all patients and research participants.
- Maintaining a professional appearance consistent with clinical site and/or school requirements.
- Respecting the time of members of the DUSON community, patients, research participants, families, and professional colleagues by avoiding late arrivals and early departures.
- Maintaining civility and professional behavior at all times in the classroom, laboratory, clinic, hospital, and all others settings where health care is delivered.
- Respecting the intellectual property and educational and research materials of others by complying with principles of fair use and copyright law, and by avoiding unauthorized appropriation, reproduction, or dissemination of course materials in any medium (print, audio, visual, multi-media, and online).

E. Responsibility

The following are examples of meeting the value of responsibility:

- Following the specific directions of course faculty, clinical instructors, or other responsible parties with respect to academic integrity and academic honesty.
- Asking course/clinical instructors for clarification if there is any question concerning the degree of collaboration permissible on an assignment¹.
- Rigorously observing best practices in hygiene and safety in clinical practice.
- Recognizing when one's ability to function effectively and safely in a clinical or research environment is or could be impaired (by exhaustion, illness, or any other factor), and notifying a responsible person that assistance is needed.
- Avoiding engagement in patient care or professional interactions while impaired by any substance. (See DUSON policy entitled "Alcohol/Drug Policy" in the Student Handbook.)
- Recognizing the limitations of one's knowledge and skills in clinical situations, requesting supervision or advice as needed.
- Limiting all clinical activities to the proper scope of nursing student practice, consulting with course/clinical instructors if there are any questions on this issue.
- Acting in accordance with DUSON's Social Media Policy (located in the student handbook).

F. Courage

The following are examples of meeting the value of courage:

- Refusing to take examinations or to complete assignments¹ for any other student.
- Refusing to give unauthorized aid to other students or to receive unauthorized aid from other students on tests, quizzes, examinations, or assignments¹.
- Promptly reporting any suspected violations of academic integrity to the appropriate DUSON community member (as specified in Appendix C).
- Refraining from all other behaviors that clearly compromise intellectual integrity and honesty.

Appendix C
Duke University School of Nursing
Process for Dispute Resolution Related to the Duke Community Standard or
School of Nursing Academic Integrity and Professionalism Policy

Purpose

All DUSON students must uphold the values of the Duke University Community Standard and DUSON's Academic Integrity and Professionalism Policy (AIPP). The process outlined below is to be utilized if a member of the DUSON community believes that there is a conflict between the above-mentioned standard and/or policy and demonstrated student behaviors.

Resolution Process³

1. **Reporting and Initial Determination:** When any member of the DUSON community suspects or observes a student failing to adhere to the standard or policy, that person should report the issue to the faculty of record (if the issue occurs in a course). If the issue occurs outside of a course, it will be reported to the appropriate program administrator (Academic Program Assistant Dean (AD)). The faculty of record will then notify the appropriate program administrator (Academic Program Assistant Dean (AD)) and may consult the Vice Dean of Academic and Student Affairs (VDASA) as appropriate.
2. The faculty member or appropriate program administrator (Academic Program Assistant Dean (AD)) will then initiate a meeting with the student(s) involved. After the meeting, all parties may provide any additional information or documentation related to resolution of the issue. Based on a review of all of the information collected, the faculty of record or appropriate program administrator (Academic Program Assistant Dean (AD)) will determine whether a violation of the policies has occurred and the appropriate response in consultation with the VDASA or Vice Dean of Research (VDR) (when the violation is related to academic research). If the VDASA is the faculty of record, the Vice Dean of Research or designee will serve as the consultant.
3. **Response to a Confirmed Violation:** The response to a student in violation of the Duke Community Standard or DUSON AIPP should be commensurate with the violation. Responses will be determined in each individual case based on a consideration of all the information gathered. Education and/or mentoring should be considered as options for responding to the confirmed violation.

Request for Board Review⁴

1. If a student wishes to dispute the outcome of the above-mentioned process, they may request an Integrity Review Board be convened. This written request is submitted to the Chair of the Faculty Governance Association (FGA) within three business days of the student receiving a final written determination under the Resolution Process outlined above. The statement should include the details regarding the dispute, names of involved parties, the student's account of what occurred, why they believe this warrants further review, and any other individuals they would like included who can provide information regarding the dispute. At the student's request, an advisor may also be included. The advisor may be a student, faculty member, administrator, or other employee from DUSON. The

³Audio/video recording of meetings at any point in the process is prohibited.

⁴Audio/video recording of meetings at any point in the process is prohibited.

advisor's role at the meeting is limited to quietly conferring with the student; they have no active speaking role. The FGA Chairperson will attempt to schedule the meeting within five (5) business days, either in person or video-/tele-conference, from receiving the request.

2. The Integrity Review Board will consist of: the FGA Chairperson, one member of the FGA Executive Committee (FGA-EC) (elected from the FGA-EC and not involved with the related issue), one representative from DUSON's FGA Diversity, Equity and Inclusion Committee (FGA-DEI) (elected from the FGA-DEI and not involved with the related issue), and two students (as recommended by the Student Government) for a total of five members. In accordance with FGA operating procedures, the FGA Chair Elect will serve if the FGA Chairperson has a conflict of interest with the proceedings being considered. All faculty and student representatives will be drawn from the programs, to the extent feasible, other than that in which the student is enrolled. The student will be notified of the proposed Review Board membership when they receive the confirmed meeting date and time from the FGA Chairperson. If the student believes that a member of the Review Board has a conflict of interest, they must notify the Chairperson no later than three business days after receiving notice of the members of the Integrity Review Board. The Integrity Review Board will elect one of its faculty members as Chairperson. The vote to elect the chair will be majority rule. An administrative staff member will be appointed to take confidential minutes of the Integrity Review Board meeting and outcome. These minutes will be retained as per the University Record Retention Policy in the office of the VDASA.
3. The Integrity Review Board Chairperson will establish the procedures for the meeting and provide notice to the student of such procedures at least three (3) business days in advance of the meeting. Generally, the meeting will consist of: opening statements by the student and, as appropriate, other parties; an opportunity for members of the review board to ask questions of the student who asked for the review; hear perspectives of other parties deemed relevant by the Integrity Review Board; and closing remarks from the student or other parties. After the meeting, the Review Board will privately deliberate and vote by majority to uphold, amend, or overturn the decision that is the subject of the review.
4. Within five business days of the meeting, the Integrity Review Board Chairperson will deliver a written response to the student, faculty member (where applicable), the appropriate Vice Dean, and the Dean of the School of Nursing as to its decision. Until the decision of the Review Board is made, the student's status at DUSON shall not be changed and the student may attend classes. However, the VDASA may institute interim restrictions when the individual's behavior constitutes an immediate threat to the health, safety, or welfare of others or the property or orderly functioning of the University community or any member of it. Those interim restrictions may include, but are not limited to, withdrawal of privileges, removal from or relocation within the community, removal from classes, etc. In cases where patient safety is an issue, the student will be withdrawn from the clinical setting until the appeal is resolved.
5. If any of the deadlines in these procedures require modification, the FGA Chairperson and/or Integrity Review Board Chairperson will provide written notice of the change.
6. A confidential record of the integrity review board meeting, decision, and outcome shall be retained by the VDASA. The purpose of this record is to provide a record of the students who have a previous history of violations of the Duke Community Standard and/or DUSON AIPP and to help ensure equity across Integrity Review Board decisions.

7. The student may appeal the decision of the Integrity Review Board to the Dean. Appeals must be submitted no later than five (5) business days after the date the Integrity Review Board's decision is sent to the student. The grounds for appeal are limited to:
 - new information not reasonably available at the time of the meeting is discovered subsequent to the meeting that could have materially affected the outcome;
 - procedural error in the resolution process that materially affected the outcome of the meeting.

The student's appeal request must identify the ground(s) for appeal. Appeals are based solely on the written record (including any written submission or response provided by the student or Review Board), unless determined otherwise by the Dean. When an appeal is received, the Integrity Review Board will provide the Dean with the full record. The Dean may request a written response from the Integrity Review Board concerning the appeal. The Dean will issue a written decision and provide copies of the decision to the student, the Integrity Review Board, VDASA and other appropriate parties. If the Dean determines that the appeal grounds are substantiated, the Dean can remand the matter to the Integrity Review Board for further proceedings. If the Dean determines that the appeal grounds are unsubstantiated, the decision of the Integrity Review Board is final and the documented outcome will be referred to the appropriate offices at Duke to implement the determined sanctions and/or remedies.

Appendix A and C Flowcharts

The purpose of these documents is to provide a guide that visually depicts the process by which the policies in Appendix B and C can be implemented. These graphics are an **abbreviated**, visual illustration. Please refer to the appropriate appendices in their entirety when utilizing the process.

Insert Appendix A Flowchart Here

Insert Appendix C Flowchart

Appendix D

Graduate School Judicial Code and Procedures

In the spring of 1971, the Graduate School community ratified and adopted an official judicial code and procedures. These procedures were subsequently amended in November 1998 and can be found [here](#).

A student, by accepting admission to the Graduate School of Duke University as well as the School of Nursing indicates the willingness to subscribe to and be governed by the rules and regulations of the University and the School of Nursing as currently in effect or, from time to time, are put into effect by the appropriate authorities of the University as well as the School of Nursing, and indicates their willingness to accept disciplinary action, if behavior is deemed to be in violation of those rules or in some way unacceptable or detrimental to the University of the School of Nursing. However, a student's position of responsibility to the authorities and the regulations of the University and the School of Nursing in no way alters or modifies responsibilities in relation to civil authorities and laws.

A graduate student at Duke University stands in a primary and unique relation of responsibility to the faculty in the major department, the faculty upon whose recommendation a graduate degree will or will not be awarded to the student. In matters which involve or may affect the student's intellectual or professional life, the student is directly responsible to this department and its representatives, and such matters should primarily be handled by the department. (See Appendix B, pp. 61-63).

Actions which appear to conflict with University-wide rules and regulations will fall under the jurisdiction of the University Judicial Board.

A student may elect to have the Dean of the Graduate School hear matters related to the student's conduct in addition to or instead of faculty members from the student's major department, or may elect to have such matters reviewed and judged by a judicial board instead of the Dean of the Graduate School or members of the faculty in the major department. (The constitution and procedure of the judicial board are detailed below.)

The Director of Graduate Studies in the student's major department [PhD Assistant Dean in the School of Nursing] may request that a student's actions be reviewed by the Judicial Board or by the Dean of the Graduate School.

The Graduate School Judicial Board

Composition

The Graduate School Judicial Board shall have five members, serving for a period of two years: two students selected from the student body, two members of the Graduate Faculty appointed by the Executive Committee of the Graduate School, and one Associate or Assistant Dean appointed by the Dean of the Graduate School. The Board shall elect one of its members as Chairman. The Board shall have at its service a recording secretary to keep minutes of the hearings and of the Board's actions in a permanent, confidential record book. The Board will be constituted in order to hear cases in which the accused is a student currently enrolled in the Graduate School and in cases in which the accused is a former student but which arise out of activities of the accused while a student enrolled in the Graduate School, and which have been referred to it by the Director of Graduate Studies in the student's department, by the Dean of the Graduate School, or by the student.

Preliminary Procedures

If a student requests a hearing by the Judicial Board it must be done in writing, allowing its Chairman at least seventy-two hours to convene the Board. In addition, the Chairman shall not convene the Board until seventy-two hours after being asked to convene the Board. It is the responsibility of the Chairman of the Judicial Board fully to inform its members concerning the case and the reasons the case has been referred to the Board; and to prepare a written summary of this information for the Board, the Dean, and the student.

Procedural Safeguards for the Hearing

The Accused has the right to challenge any member of the Judicial Board on grounds of prejudice. If the Board decides to excuse one or more of its members for reasons given by the Accused, it shall consult with the Dean about the need for replacements. The Accused may choose an Adviser to assist in the defense. The Accused may also produce witnesses (including no more than two character witnesses), introduce documents, and offer testimony. A person having direct knowledge relevant to a case being heard by the Board is a material witness. The Judicial Board may request the appearance of material witnesses. The Board shall also request, upon written request of the Complainant or the Accused, the appearance of material witnesses. Witnesses shall be notified of the time, place, and purpose of their appearance. The Accused has the right to examine the written statement of any witness relevant to the case at least seventy-two hours before the hearing. The Accused has the right to be faced with any witness who has given a statement relevant to the case at the hearing if the witness's attendance can be secured.

The hearing will be conducted in private unless the Accused requests an open hearing. If any objection is raised to conducting an open hearing in any particular case, the Judicial Board shall decide the issue by majority vote. If the decision is made not to hold an open hearing, the Accused shall be informed in writing of the reasons for the decision.

The Judicial Board shall consider only the report of the Chairman, documents submitted into evidence, and the testimony of witnesses at the hearing in reaching its decisions.

Conduct of the Hearing

The hearing of any case shall begin with a reading of the charge by the Chairman in the presence of the Accused. The Accused shall then plead guilty or not guilty or move to terminate or postpone the hearing. The Accused may qualify a plea, admitting guilt in part and denying it in part. The Accused may not be questioned for more than one hour without recess.

At any time during the hearing, the Accused or the Judicial Board may move to terminate or to postpone the hearing or to qualify the plea or to modify its charge.

Pending verdict on charges (including appeal) against the Accused, status as a student shall not be changed, nor the right to be on campus or to attend classes suspended, except that the Chancellor or Provost may impose an interim suspension upon any member of the University community who demonstrates, by conduct, that continued presence on the campus constitutes an immediate threat to the physical well-being or property of members of the University community or the property or orderly functioning of the University.

Sanctions and the Verdict

The Graduate School Judicial Board shall have the power to impose the following penalties: expulsion, dismissal from the University with the recommendation that the person never be readmitted; suspension, dismissal from the University and from participation in all University activities for a specified period of time, after which the student may apply for readmission; disciplinary probation, placing the student on a probationary status for a specified period of time, during which conviction for violation of any regulation may result in more serious disciplinary action; restitution, payment for all, or a portion of property damage caused during the commission of an offense. Restitution may be imposed by itself or in addition to any of the other penalties. In the case of a student who is not currently at Duke or who has already graduated, such sanctions could include revocation of the degree. The Judgment shall consist of a finding of guilty or not guilty of the charge and, when the Accused is found guilty, a statement of the punishment assessed. On all questions, including the verdict and the finding of guilty or not guilty, the Board shall be governed by a majority vote. The Judicial Board may decide to rehear a case in which significant new evidence can be introduced. In addition, the defendant may request an appeal.

Appeals

The appellant may submit to the Dean a written statement containing the grounds for appeal and arguments. In such cases, the Dean should determine if the appeal should be granted, and the Dean can hear the case, or refer it to the appropriate faculty in the student's department or to the Judicial Board.

Amendment and Construction

This judicial code and procedure and this constitution and procedure for the Graduate School Judicial Board may be amended at any time with due notice or publication by consent of the Dean, the Executive Committee, and the graduate students. Questions and problems not answered or anticipated by the foregoing may be resolved by the use of other existing institutions or by amendment.