

# NURSING, PHD

The School of Nursing offers a program leading to the doctor of philosophy degree. The school also has a unique early entry PhD program to bridge or accelerate progression to the PhD level for undergraduate nursing students. Postdoctoral training opportunities are also available.

Nursing faculty members are well prepared for their roles as scholars, clinicians, and teachers. Many have postdoctoral experience in nursing and related disciplines. They have wide-ranging clinical expertise foundational to their experiences with doctoral students. Many faculty have been awarded prestigious federal and private research and training awards and are well known for their expertise in university, local, national, and international communities. Our faculty have a wide variety of research interests. Areas of particular strength and depth include the following:

- Aging
- Chronic illness & symptom management
- Care of children & families
- Health systems & care delivery

World-renowned facilities for clinical practice and research are available in and around Madison. These include University of Wisconsin Hospital and Clinics, American Family Children's Hospital, UW Carbone Cancer Center, and William S. Middleton Memorial Veterans Hospital; hospitals and clinics in urban and rural settings; nursing homes; and public health agencies. The university's location in Wisconsin's capital offers opportunities for involvement in state government and policymaking.

Signe Skott Cooper Hall, the School of Nursing's new facility, features state-of-the-art classrooms, simulation labs, meeting and research facilities, and social gathering spaces in an environment dedicated to the health and wellness of students, faculty, staff, and the communities and populations served. Adjacent to Cooper Hall, the Health Sciences Learning Center (HSLC) brings together students in nursing, medicine, and pharmacy, and includes the Ebling Library and University Book Store.

## EARLY ENTRY PHD OPTION

The early-entry PhD option is designed for undergraduate students who are interested in research as a career and the PhD as a goal. With the assistance of a faculty advisory committee, early entry students plan an individualized program of study and research, drawing on existing undergraduate and graduate courses in nursing and related disciplines. Two degrees are awarded to students who complete this option: bachelor of science in nursing (BS), granted by the School of Nursing, and doctor of philosophy (PhD), granted by the Graduate School.

## DOCTOR OF PHILOSOPHY DEGREE

The purpose of the PhD program is to prepare researchers to develop, evaluate, and disseminate new knowledge in nursing and health science. The program is characterized by early and continuous training in research through a close mentoring relationship with faculty, a strong scientific base in nursing, and supporting courses in a related (i.e., minor) discipline. Graduates with a research doctorate are prepared to assume positions as faculty as well as research scientists and research directors in a variety of educational, clinical, and governmental settings.

The program is designed to be completed in four years of full-time study. Students may be accepted into the PhD program either post-baccalaureate or post-master's. Students are encouraged to enroll full-time. If part-time study is necessary, a minimum of six credits per semester is required. In collaboration with the faculty mentor(s), students plan a course of study that constitutes a unified program and fulfills the program requirements.

## ADMISSIONS

### ADMISSIONS

Please consult the table below for key information about this degree program's admissions requirements. The program may have more detailed admissions requirements, which can be found below the table or on the program's website.

Graduate admissions is a two-step process between academic programs and the Graduate School. ***Applicants must meet the minimum requirements (<https://grad.wisc.edu/apply/requirements/>) of the Graduate School as well as the program(s).*** Once you have researched the graduate program(s) you are interested in, apply online (<https://grad.wisc.edu/apply/>).

Requirements	Detail
Fall Deadline	December 1
Spring Deadline	This program does not admit in the spring.
Summer Deadline	This program does not admit in the summer.
GRE (Graduate Record Examinations)	Not required.
English Proficiency Test	Refer to the Graduate School: Minimum Requirements for Admission policy: <a href="https://policy.wisc.edu/library/UW-1241">https://policy.wisc.edu/library/UW-1241/</a> ( <a href="https://policy.wisc.edu/library/UW-1241/">https://policy.wisc.edu/library/UW-1241/</a> ).
Other Test(s) (e.g., GMAT, MCAT)	n/a
Letters of Recommendation Required	3

## ADMISSION REQUIREMENTS

Admission requirements for the PhD program are:

- Bachelor's degree from an accredited program in nursing or master's degree from an accredited nursing program (if applicable)
- Minimum GPA requirements (on a 4.0 scale):
  - 3.0 in the last 60 baccalaureate credits on most recent baccalaureate degree and/or
  - 3.5 in master's degree credits (if completed master's degree)
- Original official transcripts will be required by the Graduate School if a department recommends applicant for admission.
- Three academic references from individuals who can speak to your scholarly activities, research capabilities and potential for success in the doctoral program
- Two examples of scholarly work that are related to nursing or health
- Personal Statement, your reasons for seeking a PhD in nursing
- Curriculum vitae or resume

## FUNDING

### FUNDING

#### GRADUATE SCHOOL RESOURCES

The Bursar's Office provides information about tuition and fees associated with being a graduate student. Resources to help you afford graduate study might include assistantships, fellowships, traineeships, and financial aid. Further funding information is available from the Graduate School.

Be sure to check with your program for individual policies and restrictions related to funding.

#### PROGRAM RESOURCES

Several forms of financial aid are available for graduate students in the School of Nursing. These include fellowships, traineeships, scholarships, research, project and teaching assistantships, and loans. Most graduate assistantships cover the cost of tuition and provide a monthly stipend.

Awards are made in the spring or early summer for the following academic year. Full-time PhD students receive priority for teaching and research assistantships administered by the School of Nursing. Students in the PhD program have also been successful in competing for federal National Research Service Awards (NRSA) which are individual predoctoral fellowships.

Doctoral students who are preparing to be full-time faculty in nursing programs are also eligible for the Nurse Faculty Loan Program (NFLP). These loans, supported by the federal government, are available to cover tuition and other educational expenses. When graduates become full-time faculty members, up to 85% of the NFLP loan will be canceled over a four-year period.

## REQUIREMENTS

### MINIMUM GRADUATE SCHOOL REQUIREMENTS

Review the Graduate School minimum degree requirements (<https://guide.wisc.edu/graduate/#requirementstext>) and policies (<https://guide.wisc.edu/graduate/#policies>), in addition to the program requirements listed below.

### MAJOR REQUIREMENTS

#### MODE OF INSTRUCTION

Face to Face	Evening/ Weekend	Online	Hybrid	Accelerated
Yes	No	No	No	No

#### Mode of Instruction Definitions

**Accelerated:** Accelerated programs are offered at a fast pace that condenses the time to completion. Students typically take enough credits aimed at completing the program in a year or two.

**Evening/Weekend:** Courses meet on the UW-Madison campus only in evenings and/or on weekends to accommodate typical business schedules. Students have the advantages of face-to-face courses with the flexibility to keep work and other life commitments.

**Face-to-Face:** Courses typically meet during weekdays on the UW-Madison Campus.

**Hybrid:** These programs combine face-to-face and online learning formats. Contact the program for more specific information.

**Online:** These programs are offered 100% online. Some programs may require an on-campus orientation or residency experience, but the courses will be facilitated in an online format.

### CURRICULAR REQUIREMENTS

#### Requirement Detail

Minimum 58 credits

Credit

Requirement

Minimum 32 credits

Residence

Credit

Requirement

Minimum 29 credits must be graduate-level coursework. Refer to the Graduate School: Minimum Graduate Coursework (50%) Requirement policy: <https://policy.wisc.edu/library/UW-1244> (<https://policy.wisc.edu/library/UW-1244/>).

Overall 3.00 GPA required. Refer to the Graduate School: Grade Point Average (GPA) Requirement policy: <https://policy.wisc.edu/library/UW-1203> (<https://policy.wisc.edu/library/UW-1203/>).

Other Grade A student may not receive more than one grade below a B Requirements (or a U grade) in any 12 month period.

Assessments To be eligible for the comprehensive candidacy and examination, candidates must have completed all formal Examinations coursework requirements.

Language Requirements No language requirements.

Graduate All doctoral students are required to complete a doctoral minor or graduate/professional certificate. Refer to the School Graduate School: Breadth Requirement in Doctoral Breadth Requirement policy: <https://policy.wisc.edu/library/UW-1200> (<https://policy.wisc.edu/library/UW-1200/>).

### REQUIRED COURSES

Code	Title	Credits
<b>Core</b>		
NURSING 703	Health Care and Public Policy	3
NURSING/ MEDICINE/ POP HLTH 705	Seminar in Interdisciplinary Clinical Research Evidence	2
NURSING 706	Nursing Research	3
NURSING 800	Health Equity in Nursing and Health Research	2
NURSING 801	Theory in Nursing Research	2
NURSING 802	Ethics and the Responsible Conduct of Research	1
NURSING 803	Quantitative Design and Methods	4
NURSING 804	Qualitative Design and Methods	3
NURSING 815 Proseminar	Knowledge Development in Nursing	3

Students complete the following course four times, over the first four semesters of the first two years of the program (each for 1 credit).	4	<b>Breadth</b>	9
NURSING 816 Proseminar in Nursing Research		<b>Guided Research</b>	
<b>Advanced Methods/Statistics</b>		Students complete guided research, including independent study. Students are expected to take at least 1 credit of Independent Study and participate in their faculty mentor's research group (or another research group agreed upon with the mentor) each semester.	10
Students complete 6 credits in consultation with their advisor from the options below:	6		
ED PSYCH 760 Statistical Methods Applied to Education I & ED PSYCH 761 and Statistical Methods Applied to Education II		<b>Total Credits</b>	58
ED PSYCH 762 Introduction to the Design of Educational Experiments			
ED PSYCH 763 Regression Models in Education			
ED PSYCH/ELPA 822 Introduction to Quantitative Inquiry in Education			
ED PSYCH 946 Advanced Assessment and Intervention Techniques			
ED PSYCH 964 Hierarchical Linear Modeling			
B M I/STAT 541 Introduction to Biostatistics			
B M I/STAT 542 Introduction to Clinical Trials I			
B M I 544 Introduction to Clinical and Healthcare Research II			
B M I/STAT 641 Statistical Methods for Clinical Trials			
B M I/STAT 642 Statistical Methods for Epidemiology			
POP HLTH/B M I 551 Introduction to Biostatistics for Population Health			
POP HLTH/B M I 552 Regression Methods for Population Health			
POP HLTH/B M I 651 Advanced Regression Methods for Population Health			
STAT 601 Statistical Methods I			
STAT 849 Advanced Statistical Methods			
STAT 850			
<b>Electives in Nursing Science</b>			
Students complete 6 credits in consultation with their advisor from the options below:	6		
NURSING 590 Contemporary Practices in Nursing			
NURSING 785 Foundations of Curriculum Development and Evaluation for Healthcare Professions			
NURSING 786 Teaching and Learning Strategies for the Classroom and Online Environments in Healthcare Professions			
NURSING 787 Teaching and Learning in Healthcare Professions Practicum			
NURSING 805 Measurement in Health Research			
NURSING 818 Patient-centered Research			
NURSING 819 Clinical Field Practicum - Research in Health Care Settings			
NURSING 847 Health Policy Practicum			
ED PSYCH/HDFS/NURSING/SOC WORK 880 Prevention Science			

## POLICIES

### GRADUATE SCHOOL POLICIES

The Graduate School's Academic Policies and Procedures (<https://grad.wisc.edu/acadpolicy/>) serve as the official document of record for Graduate School academic and administrative policies and procedures and are updated continuously. Note some policies redirect to entries in the official UW-Madison Policy Library (<https://policy.wisc.edu/>). Programs may set more stringent policies than the Graduate School. Policies set by the academic degree program can be found below.

### MAJOR-SPECIFIC POLICIES PRIOR COURSEWORK

#### Graduate Credits Earned at Other Institutions

With program approval, students may apply prior coursework toward program course requirements. The credits from this work will not appear on a UW-Madison transcript as transfer credits into the Graduate career. Coursework more than ten years old will not be considered.

#### Undergraduate Credits Earned at Other Institutions or UW-Madison

No undergraduate coursework will be allowed to transfer toward PhD requirements.

#### Credits Earned as a Professional Student at UW-Madison (Law, Medicine, Pharmacy, and Veterinary careers)

Refer to the Graduate School: Transfer Credits for Prior Coursework (<https://policy.wisc.edu/library/UW-1216/>) policy.

#### Credits Earned as a University Special Student at UW-Madison

With program approval, students may transfer no more than 9 credits of coursework numbered 300 or above taken as a University Special student. These credits are considered part of the total allowable credits available for a student to transfer. Coursework more than ten years old will not be considered.

## PROBATION

A semester GPA below 3.0 will result in the student being placed on academic probation. If a student has not returned to satisfactory progress by the determined deadline, a decision about whether the student will be permitted to continue will be made by the Graduate Programs Committee (or appropriate subcommittee) with input from the student's advisor.

## ADVISOR / COMMITTEE

PhD students complete an annual progression review which includes a written review from the advisor. This is submitted to the PhD Subcommittee of the GPC. The Subcommittee reviews the student CVs and advisor comments to gain an overall sense of student progression in

the program. Comments from the Subcommittee regarding progression are then sent to the advisor who shares the result of the review with the student.

Refer to the Graduate School: Committees (Doctoral/Master's/MFA) (<https://policy.wisc.edu/library/UW-1201/>) policy.

The student and major professor should work together to identify dissertation advisory committee members with appropriate breadth and depth of knowledge. In addition to the minimum Graduate School requirements for the dissertation committees, the School of Nursing has additional expectations for committee membership:

1. At least 2 members will be from the School of Nursing faculty.
2. In general, all committee members will serve as readers. However, in line with the Graduate School: Committees (Doctoral/Master's/MFA) (<https://policy.wisc.edu/library/UW-1201/>) policy, the chair may designate 1 of the 4 members of the committee as a non-reader.

## CREDITS PER TERM ALLOWED

15 credit maximum. Refer to the Graduate School: Maximum Credit Loads and Overload Requests (<https://policy.wisc.edu/library/UW-1228/>) policy.

## TIME LIMITS

Refer to the Graduate School: Time Limits (<https://policy.wisc.edu/library/UW-1221/>) policy.

## GRIEVANCES AND APPEALS

These resources may be helpful in addressing your concerns:

- Bias or Hate Reporting (<https://doso.students.wisc.edu/bias-or-hate-reporting/>)
- Graduate Assistantship Policies and Procedures (<https://hr.wisc.edu/policies/gapp/#grievance-procedure>)
- Hostile and Intimidating Behavior Policies and Procedures (<https://hr.wisc.edu/hib/>)
  - Office of the Provost for Faculty and Staff Affairs (<https://facstaff.provost.wisc.edu/>)
- Employee Assistance (<http://www.eao.wisc.edu/>) (for personal counseling and workplace consultation around communication and conflict involving graduate assistants and other employees, post-doctoral students, faculty and staff)
- Employee Disability Resource Office (<https://employeedisabilities.wisc.edu/>) (for qualified employees or applicants with disabilities to have equal employment opportunities)
- Graduate School (<https://grad.wisc.edu/>) (for informal advice at any level of review and for official appeals of program/departmental or school/college grievance decisions)
- Office of Compliance (<https://compliance.wisc.edu/>) (for class harassment and discrimination, including sexual harassment and sexual violence)
- Office Student Assistance and Support (OSAS) (<https://osas.wisc.edu/>) (for all students to seek grievance assistance and support)
- Office of Student Conduct and Community Standards (<https://conduct.students.wisc.edu/>) (for conflicts involving students)
- Ombuds Office for Faculty and Staff (<http://www.ombuds.wisc.edu/>) (for employed graduate students and post-docs, as well as faculty and staff)

- Title IX (<https://compliance.wisc.edu/titleix/>) (for concerns about discrimination)

## STUDENT APPEALS, PETITIONS, AND GRIEVANCE PROCEDURES

### Section One: Appeals

Appeals are limited to requests to continue in the curriculum after being dropped from the program and/or course grade appeals.

#### Drop Appeals

Any undergraduate or graduate student who feels they should not have been dropped from the program has the right to file an appeal. The appeals procedure is available for students to provide additional information regarding their circumstances which have contributed to their dropped status. The appeal procedure is described below. Throughout the appeal process, the student (hereby referred to as appellant) may be accompanied by a support person.

#### Course Grade Appeals

A student who believes a grade received in a Nursing course was an error or not consistent with guidelines outlined in the syllabus or campus standards has the right to appeal the grade.

The student should first speak with the course faculty member in an effort to resolve the issue informally. This must be done within 10 business days of the grade posted to the students record. During this informal process both student and faculty may consult with the Associate or Assistant Deans for Academic Affairs to seek resolution of the issue.

If the student remains dissatisfied with the grade, the student has the option to initiate the formal appeal procedure. To do this, the student (hereby referred to as appellant) must submit the appeal, as outlined below.

#### Filing Appeal

1. The student must submit a petition for special consideration ([https://uwmadison.col.qualtrics.com/jfe/form/SV\\_07Y6YZUOYXJnQ2O/](https://uwmadison.col.qualtrics.com/jfe/form/SV_07Y6YZUOYXJnQ2O/)) form to the Assistant Dean for Academic Affairs within 10 business days of notification of academic status or grade posting. The appeal must include:
  - a. Precise grounds on which the appeal is based.
  - b. Circumstances associated with the need to appeal.
  - c. Arguments supporting the appeal.
  - d. Description of proposed remedial actions to be taken to improve the student's academic performance.
  - e. The appellant may also submit letters of support from persons knowledgeable about the appellant's current and/or past academic work and/or other matters related to the appellant's academic performance. Any such letters must be submitted to the Assistant Dean via email by the same deadline.
2. Within 15 business days after receiving the appeal, the Assistant Dean for Academic Affairs shall arrange for a committee meeting. The committee may request additional information from the appellant and/or request them to appear before the committee. The appellant may bring a support person to the appeal meeting and must notify the Assistant Dean for Academic affairs at least three business days prior to the meeting. The appellant's chosen support person is limited to providing advice and support to the appellant.
3. Within 60 calendar days after the committee receives the appeal from the Assistant Dean for Academic Affairs, the committee

shall send a written report of the committee's recommendations to the Assistant Dean for Academic Affairs.

4. The Assistant Dean for Academic Affairs will consider the committee's recommendation and issue a decision on the appeal. The decision will be communicated by email to the student within 10 business days after the receipt of the committee's recommendation.
5. If the appeal is granted, the Assistant Dean for Academic Affairs will discuss with the appellant any stipulations (binding) and recommendations (non-binding) for continuation in the program.
6. If a student chooses to appeal the decision, the appeal will be directed to the Associate Dean for Academic Affairs. The student must submit a written appeal, by email, to the Associate Dean within 10 business days upon being sent the decision from the Assistant Dean for Academic Affairs. The written document must include specific justifications regarding the grounds of the appeal, which are limited to:
  - a. School policies were incorrectly applied;
  - b. Decision is contrary to state or federal law;
  - c. Proper appeal procedures were not followed; or
  - d. Unfounded, arbitrary, or irrelevant assumptions of fact regarding the appellant's performance were made by the Appeals Committee. Appellant must also identify the specific aspects of the decision that they believe meet the criteria cited as a basis for appeal.

The Assistant Dean for Academic Affairs will provide the Associate Dean for Academic Affairs with a copy of the initial grievance, the committee's recommendation, and the Assistant Dean for Academic Affairs's decision. No new information relevant to the grievance may be introduced to or considered by the Associate Dean for Academic Affairs. The Associate Dean for Academic Affairs shall notify the student and the committee of the decision in writing within 30 business days. The Associate Dean's decision is final.

## **Section Two: Petitions**

If a student in the School of Nursing wishes to request an exception to a School of Nursing academic policy or regulation they should first consult their academic advisor. Then, the student must formally submit their request using the Petition for Special Consideration ([https://uwmadison.co1.qualtrics.com/jfe/form/SV\\_07Y6YZUOYXJnQ2O/](https://uwmadison.co1.qualtrics.com/jfe/form/SV_07Y6YZUOYXJnQ2O/)) form. Exception requests could be related to academics (i.e. dropping a course or withdrawing after the deadline etc), clinicals/compliance (i.e. waiver for specific compliance requirement), or admission to one of the School of Nursing's academic programs.

Exceptions to established policies, regulations, and/or program requirements should be rare and will be considered on an individual case by case basis. They will be reviewed by the School of Nursing's Academic Affairs office.

## **Section Three: Grievances**

The following School of Nursing Student Grievance Policy and associated procedures are designed for use in response to individual student grievances regarding faculty or staff in the School of Nursing.

Any individual student who feels they have been treated unfairly by a School of Nursing faculty or staff member has the right to file a grievance and receive a timely response addressing their concerns. Any student, undergraduate or graduate, may use these grievance procedures, except student employees whose complaints are covered under other campus policies. The grievance procedure is available to resolve student concerns

regarding inequitable treatment that have not been satisfactorily resolved through the informal resolution process or where the student believes that informal resolution would not be productive. The grievance procedure is described below. Throughout the grievance process, the student may be accompanied by a support person. The use of this grievance procedure shall not prevent the student from seeking redress through another administrative or legal process.

For grievances regarding discrimination based on protected bases (i.e., race, color, national origin, sex, disability, age, etc.), contact the Office of Compliance (<https://compliance.wisc.edu/eo-complaint/>).

For grievances or concerns regarding sexual harassment or sexual violence (including sexual assault, dating/domestic violence, stalking and sexual exploitation), contact the Sexual Misconduct Resource and Response Program within the Office of Compliance (<https://compliance.wisc.edu/titleix/>).

For grievances that involve the behavior of a student, contact the Office of Student Conduct and Community Standards in the Dean of Students Office at <https://conduct.students.wisc.edu/>.

For grievances about, or directed at, faculty or staff in the School of Nursing, students should follow these steps:

### **Informal Resolution**

Any student in the School of Nursing who believes they have been treated inequitably is encouraged to resolve the matter informally. The student should first talk with the person or group at whom the grievance is directed in an attempt to resolve the issue informally. The student may contact the Associate Dean for Academic Affairs for assistance in resolving the matter informally. If students are unable to resolve concerns directly or without additional support, please see step two.

### **Formal Grievance Procedure**

1. Any student in the School of Nursing who has attempted to informally resolve a grievance but has been unsuccessful, may submit a formal grievance to the Associate Dean for Academic Affairs.
2. The student must submit a written grievance by email to the Associate Dean for Academic Affairs within 20 business days of the alleged unfair treatment. To the fullest extent possible, a formal written grievance needs to contain a clear and concise statement of the issue(s) involved as well as the relief sought.
3. Within 30 business days after receiving the grievance, the Associate Dean for Academic Affairs shall arrange for a committee meeting. The committee may request a written response from the person or group at whom the grievance is directed, may ask for additional information from any or all parties involved, may request that the parties involved appear before the committee, and/or may take other steps in attempting to resolve the grievance.
4. Within 60 calendar days after the committee receives the grievance from the Associate Dean for Academic Affairs, the committee shall send a written report of the committee's recommendations to the Associate Dean for Academic Affairs.
5. The Associate Dean for Academic Affairs will consider the committee's recommendation and issue a decision on the grievance. The decision will be communicated by email to the student within 10 business days after the receipt of the committee's recommendation.
6. If a student chooses to appeal the decision, the appeal will be directed to the Dean of the School of Nursing. The student

must submit a written appeal, by email, to the Dean within 10 business days upon being sent the decision from the Associate Dean for Academic Affairs. The written document must include specific justifications regarding the grounds of the appeal. The Associate Dean for Academic Affairs will provide the Dean with a copy of the initial grievance, the committee's recommendation, and the Associate Dean for Academic Affairs's decision. No new information relevant to the grievance may be introduced to or considered by the Dean. The Dean shall notify the student and the committee of the decision in writing within 30 business days. The Dean's decision is final.

## OTHER

n/a

## PROFESSIONAL DEVELOPMENT

### PROFESSIONAL DEVELOPMENT GRADUATE SCHOOL RESOURCES

Take advantage of the Graduate School's professional development resources (<https://grad.wisc.edu/pd/>) to build skills, thrive academically, and launch your career.

### PROGRAM RESOURCES

Career advising, funding, and professional development opportunities are shared with all students by a member of the School of Nursing Academic Affairs staff. Information on these support services can be found on the Student Site (<https://students.nursing.wisc.edu/career-advising/career/>).

## LEARNING OUTCOMES

### LEARNING OUTCOMES

1. Master in-depth knowledge in a substantive area of nursing.
2. Articulate research problems, potentials, and limits with respect to nursing theory, knowledge, and practice.
3. Formulate new ideas, concepts, designs, and/or techniques based on critical evaluation of knowledge in nursing and other relevant disciplines.
4. Assume leadership in the creation of original research that makes a substantive contribution to health.
5. Integrate structural and social determinants of health equity in nursing scholarship.
6. Demonstrate breadth in learning experiences through intra- and cross-disciplinary study, and integration of research, teaching, mentoring, service to the profession, and/or other career roles.
7. Negotiate and work successfully with interprofessional teams.
8. Develop and disseminate nursing knowledge to meet the health needs of local, national, and global populations.
9. Communicate complex research findings and implications in a clear and understandable manner to lay and professional audiences.
10. Demonstrate knowledge of professional obligations, codes of ethics, and institutional policies and procedures that guide nursing scholarship.
11. Demonstrate the capacity to identify ethical issues, seek guidance from appropriate resources and adhere to ethical principles and professional norms in the resolution of moral dilemmas.