PhD Academic Policies and Procedures

Updated January 2018

“The Doctor of Philosophy (PhD) represents the highest level of formal education for a career in research and the scholarship of discovery. It prepares scholars for the expression and communication of the knowledge base in the profession. The PhD graduate develops the science, stewards the profession, educates the next generation of nurses, defines its uniqueness, and maintains its professional integrity. In the academic setting, the PhD is the highest academic degree and is required for success as a scientist in the multiple disciplines represented within educational institutions. In the scientific arena within and beyond the Academy, the PhD is the beginning preparation for the development of independence in scientific pursuit. Post-doctoral study is recommended for depth in a field. Attainment of the PhD requires a strong scientific emphasis within the discipline; an understanding of the science of related disciplines and translation science; dissemination of innovations; and interdisciplinary collaboration. In addition, for the profession to achieve this vision and make the maximum impact on the healthcare system, PhD nursing scientists should reflect society at large.”

The Research - Focused Doctoral Program in Nursing- Pathways to Excellence. AACN 2011
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Program Overview

Philosophy
A University is a community of scholars having as its central purpose the enrichment of the human mind. Within this community, the Doctor of Philosophy program in nursing seeks to prepare scholars who will advance nursing knowledge. Scholarly achievement in nursing is accomplished in a spirit of free inquiry directed toward a better understanding of human existence, especially in relation to health and illness. Nurse scholars participate in the study of particular phenomena and in the identification of central domains related to these phenomena. This requires that students be well informed about advanced practice in professional nursing.

Nursing knowledge is advanced through association with other disciplines and is often enhanced by the work of other university scholars. Central to the education of nurse scholars is the opportunity to interact with other scholars throughout the university community. Through dialogue and study with these professionals, nurse scholars expand their understanding of health and illness and the biological, environmental, sociocultural, ethical, legal, philosophic and historic factors influencing nursing care.

Scholars must be inquisitive, informed and committed. This requires expertise in the principles and methods of inquiry and an informed imagination for exploring substantive areas in nursing. The ultimate goal of this inquiry is to enhance nursing’s contribution to the health of all persons.

Aims
The major purpose of the PhD program in nursing is to prepare scholars with expertise in selected substantive areas who will contribute to nursing science and practice through systematic inquiry. Aims of the PhD program in nursing are to prepare scholars who will:

1. Demonstrate advanced knowledge of nursing, related sciences and humanities, and methods of inquiry;
2. Expand the research base of nursing theory and practice; and
3. Serve the Commonwealth, the nation, and the world by addressing major nursing and health care issues in a scholarly manner.

Description
Students initially plan their academic programs with an academic advisor who typically will be the dissertation chairperson in order to develop an individualized comprehensive program that meets the degree requirements and the student’s research and educational goals. The PhD degree is not an accumulation of courses, but a rationally unified plan of study and research. The program is designed so that study in nursing is supported and complemented by a cognate area outside the School of Nursing, and by electives. The dissertation research completes the student’s training.

Program Components
The PhD program consists of courses, research and teaching activities, and required experiential elements (comprehensive exam, grant submission, dissertation proposal defense,
dissertation and its defense). We support our PhD students in obtaining the skills needed for teaching in a future faculty role. Many students gain teaching experience within a funded Graduate Teaching Assistantship. Students are encouraged to work with their advisors to identify other teaching resources within the University as well.

**Nursing Field (6 credits)**

The evolution and current state of nursing knowledge are examined from both historical and philosophical perspectives and serve as the basis for the establishment of critical inquiry and study in addressing the increasingly complex health care needs of vulnerable populations. The courses in the nursing field include:

- GNUR 8210 - Scientific Progress in Nursing
- GNUR 8220 - Philosophy of Science and Development of Nursing Knowledge

**Research (31 credits plus 12 dissertation credits)**

The research component of the program includes courses in research design and methodology, statistics, individually designed research practicums, and the dissertation. The dissertation is a culminating experience which requires the student to plan and implement a research study of significance to nursing. Courses in the research component include:

- GNUR 8559, BIMS 7100 - Research Ethics or PHSE 7650 - Ethics and Law in Human Subjects Research (offered in odd Years, fall)
- EDLF 5330 - Educational Statistics I
- EDLF 7420 - Experimental Design & Statistical Analysis Stat II
- GNUR 8110 - Quantitative Research Methods
- GNUR 8120 - Qualitative Research Methods
- GNUR 8230 - Historical Inquiry in Nursing
- GNUR 8410 - Proposal Writing Seminar I
- GNUR 8420 - Proposal Writing Seminar II
- GNUR 8440 - Preparing an Institutional Review Board Protocol
- GNUR 8460 - Advanced Qualitative Data Analysis
- GNUR 9030 - Essentials of Scholarly Writing
- GNUR 9035 - Introduction to Health Science Scholarship
- GNUR 9110 - Research Practicum (4 credits minimum)
- GNUR 9999 - Dissertation

Students planning on using qualitative research methods should take a second advanced qualitative methods course, and students planning on using quantitative research methods should take an additional advanced quantitative methods course that is specific to the method they plan to use for their dissertation research. For students completing a dissertation in history; GNUR 8190 (odd years, summer) should be completed instead of GNUR 8150.

**Cognate Minor (9-12 credits)**

The cognate requirement includes course work in a single cognate field or combination of fields outside the School of Nursing. The cognate field is intended to complement the student's major
scholarly focus. Cognates must be at the 5000 level or higher and be offered from departments outside of the School of Nursing (not GNUR classes).

Electives (3-6 credits)
Electives are selected by the student on the basis of individual interest. These should complement the total program of study and may be taken both within and outside the School of Nursing. Electives must be at the 5000 level or higher and may include GNUR classes.

NOTE: Students must have a total of 15 credit hours of cognates plus electives. If 12 credit hours of cognates, 3 credit hours of electives are required. If 9 credit hours of cognates, 6 credit hours of electives are required.

Per the Graduate School of Arts and Sciences Graduate Record:
Degree Requirements: Students [seeking a Doctor of Philosophy Degree] must complete a minimum of 72 hours of graduate credit. A minimum of 24 out of the 72 credit hours must be graded coursework, and no more than 48 of the 72 credit hours can be comprised of Non-Topical Research. Only graduate courses taught by members of one of the graduate faculties of the University, offered during the fall or spring term and graded on the standard A through F scale may be counted toward the graded coursework requirement unless otherwise specified in a program’s degree requirements.

Transfer Credit: With the approval of the supervising department and the assistant dean, a student may transfer up to 24 credit hours of coursework earned in another graduate program (and awarded a grade of “B” or higher) toward the 72-hour doctoral requirement. In any case, at least 18 graded course credits applied toward the degree must have been earned at the University of Virginia. If nine or more transfer credits are awarded, the student’s date of graduation will be accelerated by one term. If 21 or more transfer credits are awarded, the student’s expected date of graduation will be accelerated by two terms.

Suggested Plan of Study
Fall, Year 1:
- GNUR 8210: Scientific Progress in Nursing
- GNUR 8230: Historical Inquiry in Nursing
- EDLF 5330: Educational Statistics I
- GNUR 9030: Essentials of Scholarly Writing
- GNUR 9035: Introduction to Health Science Scholarship

Spring, Year 1:
- EDLF 7420: Experimental Design & Statistical Analysis Stat II
- GNUR 8110: Quantitative Research Methods
- GNUR 8120: Qualitative Research Methods

Fall, Year 2:
- GNUR 8220: Philosophy of Science and Development of Nursing Knowledge
- GNUR 8440: Preparing an Institutional Review Board Protocol
- GNUR 8410: Proposal Writing Seminar I
Spring, Year 2:

- GNUR 8460: Advanced Qualitative Data Analysis [or GNUR 8190 Advanced Historical Research Methods (8190 only taken in place of 8460 with advisor permission)]
- GNUR 8420: Proposal Writing Seminar II

Variable Semesters:

- BIMS 7100: Research Ethics or PHSE 7650 - Ethics and Law in Human Subjects Research (offered in odd Years, fall)
- GNUR 9110: Research Practicum (4 credits, minimum)
- GNUR 9999: Dissertation
- Cognates and Electives

Comprehensive Exam

All students are required to write a comprehensive exam. The comprehensive examination may occur within the last semester of course work, but must be held no later than: (1) if coursework is completed in the spring or summer, comprehensive exams must be completed by the end of the following fall semester; (2) if coursework is completed in the fall semester, comprehensive exam must be completed before the start of the following fall semester. Students may apply to the Director of the PhD Program for an extension of one semester maximum. Failure to complete the examination within the allotted timeframe constitutes a failure to make satisfactory progression and can be grounds for involuntary withdrawal from the program.

Students can apply to take comprehensive exams after completion of course work requirements as represented in the Plan of Study, and comprehensive exams must be completed prior to the defense of the dissertation proposal. The purpose of the examination is to demonstrate the student’s ability to synthesize knowledge in the student’s area of expertise, to visualize the long-term development of a program of research in that area, and to place the planned dissertation research in the context of that program of research and the area of knowledge (see Appendix A for the Comprehensive Exam Evaluation Tool).

Comprehensive Examination Guidelines

The comprehensive exam evaluation tool (see Appendix A) can also be found on the SON Registrar’s webpage: PhD Specific Forms. The procedure is as follows:

1. The student will identify a substantive area in which he or she is developing an expertise. A brief statement (approximately five pages) of the area will be drawn up by the student and approved by his/her advisor (who should be the director of the dissertation at this point).

2. One month prior to the anticipated date of the comprehensive exam, the student will complete the request form, meet with the SON registrar, AND simultaneously notify the Director of the PhD Program by email, of the intent to sit for the comprehensive exam.

3. A committee of three people will be formed by the Director of the PhD Program. The student’s advisor will chair the committee and will advise the student in recommending to the Director of the PhD Program a second member who is an expert in the student’s subject area. The Director of the PhD Program will choose a third member from among the PhD Program Committee members.

4. The committee will formulate a set of questions that the student is to address in the written examination. These questions will require the student to do the following:
• Synthesize knowledge in the field from a nursing perspective to summarize the current state of knowledge and to identify areas in which further research is needed, including identifying key phenomena and methodological approaches for addressing those phenomena and related research questions;
• Describe how the student foresees developing a program of research in the content area over the five to seven years, including
  • Identifying the topic of the dissertation research;
  • Showing how the dissertation will contribute to the overall content area and describe its significance to knowledge development and to nursing;
  • Showing how the dissertation will serve as the cornerstone of a program of research, describing the steps to be taken over the next five to seven years to build that program of research.
5. Upon receiving the examination questions, the student will have one week to write the responses. Because the emphasis is on scholarly synthesis rather than memorization, the student may consult published materials, notes, and the like. Responses to the questions must include appropriate references to sources consulted. The student may not, however, receive help from any persons in answering the questions.
6. After receiving the student’s responses, the committee may take up to three weeks to read and evaluate the written examination.

The committee members, using the Comprehensive Exam Evaluation Tool, will evaluate the student’s performance on the written examination and return it with a recommendation of Distinguished, Acceptable, Failure with Revision, or Failure without Revision to the Director of the PhD Program and copying the program manager. An initial finding of “Failure with revision” will mean that the student will be given the option either to drop out of the program or to complete specific remedial assignments designated by her or his chair with the approval of the examination committee. If the second option is chosen, a plan with a clear timeline should be established that is agreeable to both the committee and student for a second administration of the examination, for which the questions may be different from those of the first examination. “Failure” on the second examination or “Failure without Revision” on the first examination will mark the end of the student’s progression in the program.

**Scholarly Accomplishment - Research Grant Application**

Students are required to develop and submit a research grant application for peer review. This may be done at any time, but early submission is encouraged. It is acceptable and desirable for students to prepare the application during GNUR 8410 (Proposal Writing I) with the advisor’s (sponsor if NRSA) help. The application is not an examination but a learning experience. The advisor or sponsor will participate (GNUR 8420: Proposal Writing II) in the preparation of the complete application as the advisor deems appropriate in accordance with the requirements of the application and the funding agency. A student registers with the advisor or sponsor she/he is working with for Proposal Writing II (PhD Department consent form required).
Research Grant Application Guidelines

Student Responsibility
1. Identify and approach faculty advisor/sponsor/co-sponsors who match content/methodology of study.
2. Register for GNUR 8410 and GNUR 8420.
3. Decide on research topic and level of funding at which student is eligible.
4. Develop a curriculum (training) plan that supports the research focus of the project if submitting an NIH NRSA; otherwise follow specific funding call proposal details.
5. Write all applicant sections of the proposal.
6. Follow ONR time line for proposal submission.

Faculty Advisor Responsibility
1. Meet with student as needed to clarify ideas, topics, etc. Approve curriculum (training) plan if applicable.
2. Work closely with student on development of proposal – proofread and correct drafts.
3. Supervise student as GNUR 8420 faculty.
4. For NRSA: write sponsor section of proposal including overall PhD program curriculum plan and specific plan for the applicant. Discuss current and future plans for working with the student.
5. Assist with obtaining IRB approval.

ONR Responsibility
1. Director meets with student as needed to clarify ideas, topics, and provide guidance regarding proposal development.
2. Arrange for outside editorial review if desirable.
3. Assist with IRB approval as appropriate.
4. Assist student in getting proposal information on NIH forms.
5. Assure entire proposal package complete and follows agency guidelines.
6. Arrange for sign off and timely delivery.

Dissertation (12 credits)
The dissertation is a culminating experience which requires the student to plan and implement a research study of significance to nursing (see “Dissertation Research” in this handbook for details).

Opportunities to Develop Teaching Skills
Students are encouraged to develop their teaching skills while in the PhD program. This can be accomplished in several ways. The UVa Center for Teaching Excellence offers workshops and seminars every semester on basic and advanced teaching skills. The Center also offers information on developing a teaching portfolio and is willing to attend a class and provide the instructor with a thorough critique. An additional way to develop skills is to work as a Graduate Teaching Assistant (GTA). In working as a GTA, the student can develop the skills of preparing a lecture, writing examination questions, grading written assignments and providing clinical supervision. Work closely with your advisor to assure experience in all components of the teaching process. Experienced students may also seek employment as a clinical instructor in the undergraduate program.
Research Practicum

The goal of the research practicum is for the student to have experiences in aspects of research that will facilitate embarking on a career of research and scholarship. The research practicum is an important pedagogical aspect of the PhD program regardless of funding source or student status.

Given that publication is a vital outcome of any PhD program, the research practicum mechanism is an ideal one from which to publish.

- It is understood that not all research training experiences will be the same.
- Decisions regarding research training experiences ultimately rest with the primary research mentor and the student using the following guidelines:
  - An average of four hours per week per credit should be devoted to this training.
  - Ideally the student will be a part of a research team.
  - The range of experiences may include but are not limited to: conceptualization of a study, grant writing, review of literature, data collection, data management, data analysis, preparation of manuscripts, presentations, and laboratory experiences.
  - It is highly desirable that the student will participate in a variety of research endeavors throughout the practicum.

Setting goals and objectives for the research practicum:

- It is important to have realistic and objective goals and outcomes to both insure that there are meaningful research training experiences and that research training experiences are documented in the Individual Development Plan.
- Measurable outcomes addressing each goal should be written and agreed upon and monitored for research proposals. Outcomes may include the development of protocols, publications, presentations, or other objective evidence.

Program Academic Policies and Procedures

Student Responsibilities

Students have the responsibility for satisfying the requirements and for meeting the formal deadlines of the Graduate School of Arts and Sciences and School of Nursing. Appropriate forms are available to students through the Graduate School of Arts and Sciences (http://graduate.as.virginia.edu/#) and the SON Registrar’s web site. (https://community.nursing.virginia.edu/students/registrar/)
Visiting Students
When unusual and/or extenuating circumstances prevent an applicant from completing the admission process prior to the established deadline, special permission may be given for the individual to enroll in a maximum of six credits of course work as a visiting student. Visiting students may take one course per semester with permission of instructor. Completion of course work as a visiting student does not guarantee admission to the program. Visiting student applications can be found on the SON Admission’s website. Visiting Students who fail a course will not be permitted to take additional coursework in the SON.

RESEARCH Related Guidelines

Acknowledgement of External Funding
Students who are successful in obtaining funding for their research or training must carefully acknowledge this support in all subsequent publications, presentations and posters. This includes support from a NRSA and other extramural and intramural/University awards. For example, for a NRSA this is usually worded: “This research was supported in part by a grant from the National Institute of Nursing Research F31 NRG 000000”.

Human Subjects and Animal Care and Use Protections
All PhD students are required to promote the ethical treatment of human subjects including ensuring informed consent, assuring anonymity and confidentiality, guaranteeing fair treatment of subjects, and minimizing risks. Students should follow all applicable university requirements and policies for protection of human subjects and animal care and use.

The dissertation chairperson is jointly responsible, with the student, for the accuracy of the information provided on any Human Subject Review form and must co-sign HSR/SBS forms with the student.

Students are required to close all studies with the SBS/HSR IRB prior to graduation, as there is a financial charge for each CCR report to keep a study open.

ACADEMIC Related Policies
Under certain circumstances and with the approval of the PhD Program Director, a student may be allowed to register as a part-time student.

Grades
The standing of a graduate student in each course is indicated by one of the following grades: A+, A, A-; B+, B, B-; C+, C, C-; D+, D, D-; F. B- is the lowest satisfactory grade for graduate credit. Students who receive any grade of C+ or below or with a grade point average below 3.00 in a semester will be considered as “not making satisfactory progress” toward a degree. Unsatisfactory performance during any semester may be considered sufficient reason for enforced withdrawal from the University.

For certain courses in which the department does not require a final examination, permission can be granted to grade those courses on an S/U (Satisfactory/Unsatisfactory) basis. A report of IN (incomplete) on a graduate course is changed by the University Registrar to a failing grade if the course is not completed by the end of 200 days. Students in which no grade was recorded
(NG on the transcript) are also changed to a failing grade after 200 days. Failing grades recorded in this manner have the same effect on the student’s record and status as failing grades assigned by instructors. Unsatisfactory performance during any semester may be considered sufficient reason for enforced withdrawal from the University.

**Progression through the PhD Degree**

The student has the responsibility for insuring that each step in fulfilling degree requirements is completed and that an official record is kept. Typically there is an important form to complete with each milestone activity. Please see the Registrar’s web site for the most current forms and policy regarding these forms. Because the PhD program is guided by both the GSAS and the SON, all students and faculty must be informed and submit proper documents for both Academic Divisions.

**Academic Advisor and the Student’s Program of Study**

Upon entry into the program, the student is assigned an academic advisor. The advisor works with the student during the initial stages of program development, guiding and monitoring the student’s program of study.

It is not uncommon for students to discover, once in the program, that another faculty member may offer a better match for the student’s research interests than the advisor initially assigned. It is entirely acceptable for the student to change advisors. The student submits the form “Notice of Change of Academic Advisor” with the signatures of both the former and the new advisors to the School of Nursing Registrar for the student’s file, with a copy to the Director of the PhD Program.

As the student progresses through required courses, he/she needs to identify cognate courses outside of nursing which will complement the student’s nursing preparation and projected area of research. After establishing contact and having course experiences with a range of faculty, the student is usually ready to select a Dissertation Chairperson who will continue to monitor the student’s program of study and direct the student’s dissertation research.

**Approval of Program of Study**

Certification that the student has completed all required and recommended course work for the PhD degree is granted by the registrar and Dissertation Chair prior to the student sitting for the comprehensive examination. To be officially approved, the Request to Write Comprehensive Exam form must be signed by the School of Nursing Registrar, the Assistant Dean for Academic and Student Services, and the Dissertation Chair. The form is available on the School of Nursing Registrar’s web site.

Students do not typically earn a Master’s degree as a part of their PhD. Students who wish to obtain a Master’s degree must do so with the approval of their advisor, the PhD Program Director, and in accordance with School of Nursing and GSAS requirements.
**Dissertation Advising**

As soon as the student has identified a problem area for research, a Dissertation Chairperson is selected. The Dissertation Chairperson may or may not have served as the academic advisor. The identification and selection of the Dissertation Chairperson is initiated by the student and the selection of this individual is dependent upon mutual agreement of the student and the faculty member who is asked to guide the dissertation research. The choice of the Dissertation Chairperson should be made based on the student’s proposed area of research and the faculty member’s expertise and scholarly interests.

The Dissertation Chairperson must be a PhD program faculty member in the School of Nursing. The Chairperson must also be either tenured or on tenure track. A current list of PhD program faculty is available from the Office of the Associate Dean of Academics. A professor emeritus may serve on a dissertation committee as a member once they retire; they may continue to chair a dissertation committee only if it is underway at the time of changing from fulltime to emeritus, in order to finish out the student.

The Dissertation Chairperson must be the committee member most competent to supervise the research as a whole, but need not be the primary resource person for all aspects of the study. A recommended approach for students to use in identifying a Dissertation Chairperson is to become informed about faculty members’ research interests and areas of expertise. The student and Chairperson will work together, often intensively, over a protracted period, so careful selection is essential. The Chairperson assumes primary responsibility for assisting the student in developing a continued plan of study, monitoring the student’s progress, and guiding the student throughout the dissertation research project.

With the help of the Dissertation Chairperson, the student selects members of her/his dissertation committee.

The Dissertation Committee is the group of faculty who determines that a candidate’s dissertation is acceptable for a PhD degree. To quote the *Graduate Record*:

*A primary advisor who is a tenured or tenure-track member of the faculty of the Graduate School of Arts and Sciences will periodically evaluate the student’s progress on the dissertation. Written exceptions to this policy must be sought from the assistant dean in GSAS.*

*This committee, chaired by the primary advisor, will consist of a minimum of four tenured or tenure-track members of the faculty of the Graduate School of Arts and Sciences. One member of the committee will serve as a representative of the Graduate School of Arts and Sciences to affirm that the student has been assessed fairly and with due rigor. This representative is appointed by the student’s director of graduate studies and must hold a primary appointment outside of the student’s department [note: here, department refers to School of Nursing]. This representative may be drawn from the tenured or tenure-track faculty of other graduate schools at the University, but must hold a Ph.D. Once these minimum requirements have been met, additional committee members from within the University or other institutions may be added.*
The job of the “Dean’s representative” on the committee is to simply confirm that the student was treated fairly and that the rules of GSAS were observed. Individuals from other units within the University may be permitted to serve as the GSAS representative. A petition from the Director of the PhD Program to the GSAS Assistant Dean indicating the advantage of having the outside individual serve as the GSAS representative is necessary to obtain that permission. Individuals from other institutions may serve as core committee members, please see: Graduate Record.

Note that the PhD of the School of Nursing is officially granted by GSAS. Tenured or tenure track faculty of the School of Nursing (or any school of the University) may serve as members of School of Nursing PhD committees. For our purposes, the Dean’s representative should be outside the School of Nursing, (i.e. from GSAS or another school of the University of Virginia).

To formalize the committee, signatures from all committee members are obtained by the PhD student and recorded on the form, “PhD Dissertation Committee Appointment or Change” found on the SON Registrar website.

Changes in PhD Committee Membership
Changes in committee membership must be approved by the chairperson and the student. Change requests are to be made on the form, “PhD Dissertation Committee Appointment or Change” found on the SON Registrar website: https://community.nursing.virginia.edu/students/forms/ (under Forms/PhD Specific Forms).

Dissertation Proposal
Once a student has passed the examination, and completed course work, he or she is eligible to write and defend the dissertation proposal. The dissertation chairperson is responsible for certifying that all necessary courses have been completed. The proposal must be defended in the presence of the dissertation committee and formally approved by all committee members.

Developing the Proposal
It is not necessary for the student to consult committee members equally about each aspect of the problem and design. Members should be consulted primarily on those aspects directly related to their areas of special competence. Additional faculty or resource persons may be consulted as needed. It is the joint responsibility of the student and Chairperson to make the final decisions on problem and method, even if decisions are made that one or more committee members believe to be less than optimal. The committee’s responsibility is to act in an advisory capacity rather than as directors of the research. It is up to the student to recognize useful advice and to integrate the study into a coherent whole.

The proposal should identify the major substantive and methodological issues of the research problem, and be written in excellent form. Preferences regarding the format of the dissertation proposal may vary with the committee members, so it is important to gain an understanding of members’ expectations.

The dissertation proposal is in the format of current government form for a major research grant such as an R01, the traditional three chapters (introduction, literature review, and methods) or for historical dissertations a specific format that is approved by your dissertation advisor. The
Dissertation Chair can require the use of appendices to expand the methods section if the grant proposal format is selected. The proposal format must be approved by the Dissertation Chair and committee members prior to scheduling the proposal defense.

**Proposal Defense and Approval**

Depending on the committee members, it may not be necessary to get feedback from them regarding the final draft of the proposal prior to the defense. It may be suitable to wait to get members’ reactions at the proposal defense. Of course, preliminary drafts of part or the entire proposal can be very useful in individual discussions with committee members prior to the defense. The proposal defense should be viewed as a working session in which differences of opinion can be resolved. It is a good idea to take careful notes of the issues raised and decisions reached during the proposal defense. Committee members’ suggestions are usually intended to ensure the study’s feasibility as well as quality. It is to the student’s advantage to consider them seriously.

After the proposal has been distributed at least two weeks prior to the defense, the student arranges a meeting of the committee (usually two hours) to discuss the proposal and to rule on its acceptability. A presentation by the student giving an overview of the proposal may be required at the oral defense of the proposal. The student should use the “PhD Announcement of Dissertation Proposal Defense” form to confirm the meeting (SON Registrar web site). Although the student is responsible for arranging the meeting and distributing copies of the proposal, the committee chairperson will conduct all sessions. The student must bring a copy of the “PhD Dissertation Proposal Approval Sheet” (SON Registrar web site) to the defense, in order to obtain committee members’ signatures. After the proposal is accepted, a signed copy of the PhD Dissertation Proposal Approval Sheet is submitted to the PhD Program Manager to obtain the signature of the PhD Program Director. If the committee decides that the proposal has not been adequately developed or defended, the defense must be re-scheduled within three months. Failure to pass the proposal defense on the second try results in forced withdrawal from the program.

**Admission to Candidacy**

After the research grant application has been developed and submitted, course work has been completed, the examination has been passed, and the dissertation proposal has been successfully defended, the student is granted candidacy status. The Program Manager will enter the PHDCAND milestone in SIS. PhD candidacy signifies that all PhD work except the dissertation has been successfully completed, and that if the dissertation research is carried out according to the approved proposal and within the time limit, at the completion of the work the student should be awarded the PhD degree.

**Dissertation Research**

After the dissertation proposal has been approved and after receiving IRB approval, the process of gathering the research data may begin.

**Administrative Approval**

It is the responsibility of the student and the advisor to obtain appropriate administrative approval to conduct research in the proposed setting(s).
**Dissertation Research as Part of Funded Grants**

PhD students who elect to do dissertation research with Principal Investigators who have funded grants requiring open access should discuss the need to secure copyright permission from their dissertation chairperson and/or the Principal Investigator with whom they are conducting the research. It is advisable to reach an understanding at the outset about authorship and credit for any publications that may result from the research.

**Technical Requirements in Writing the Dissertation**

In general, typewritten drafts of each chapter of the dissertation are submitted to all committee members for their comments and suggestions. Some members prefer to read the rough draft chapter-by-chapter; others prefer to read the rough draft in its entirety. Others prefer not to see the drafts at all. Obtain this information from your committee members early.

The School of Nursing requires that dissertations be written according to the format recommended by the chairperson and consistent with the nature of the research. The student should be consistent in the use of the particular style manual selected throughout the dissertation research. There are no formatting requirements or restrictions by GSAS; however, students should adhere to traditional physical standards if they wish to purchase bound copies from Printing and Copying Services.

After making required revisions, the student prepares a final draft of the dissertation and an abstract. Doctoral students must apply for their degrees online in SIS by the deadline for the term in which they plan to graduate:
- Fall - September 30
- Spring - January 31
- Summer - June 30

**Final Dissertation**

There are two options for the final dissertation. Either option is approved by the Dissertation Chair and Committee members at the time of the proposal defense.

1. **Traditional Dissertation Option includes:**
   - Five (5) chapters (introduction, literature review, methods, results, and discussion).

2. **Manuscript Dissertation Option:**
   - Final dissertation product includes the dissertation proposal (three chapters or the approved grant application), journal titles for submission of three manuscripts, and three publishable manuscripts based on the dissertation research (one of the manuscripts must be reporting study findings). The final product must include an abstract, introduction and concluding narrative to tie the manuscripts into a comprehensive project.
   - The student must submit journal names and author guidelines to dissertation committee for approval.
   - The student must be the first author on each manuscript involving others.
Copies of the reprints are acceptable and will be submitted when the article has already been published. Legally acceptable releases from copyright owner(s) are submitted where applicable.

Timeline for PhD Student Dissertation
NOTE: BOLD Dates are set by other institutional bodies and thus not changeable (Col 1, 2, 6, 7)
Middle Column Dates (Col 3, 4, 5) are under SON control.

<table>
<thead>
<tr>
<th>SON Registrar receives degree application</th>
<th>Apply for Degree Online in SIS</th>
<th>SON Advisor Final Review</th>
<th>Complete dissertation submitted to entire Dissertation Committee</th>
<th>Oral Defense</th>
<th>GSAS electronic submission deadline “Final/Approved version”</th>
<th>Graduation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jan 15</td>
<td>Feb 1</td>
<td>Negotiated</td>
<td>Mar 15</td>
<td>Apr 1</td>
<td>Apr 30</td>
<td>May</td>
</tr>
<tr>
<td>Jun 15</td>
<td>Jul 1</td>
<td>Negotiated</td>
<td>Jun 15</td>
<td>Jul 1</td>
<td>Jul 31</td>
<td>August</td>
</tr>
<tr>
<td>Sep 15</td>
<td>Oct 1</td>
<td>Negotiated</td>
<td>Oct 15</td>
<td>Nov 1</td>
<td>Nov 30</td>
<td>December</td>
</tr>
</tbody>
</table>

Scheduling the Final Defense of the Dissertation
When the dissertation has been written and the Dissertation Chairperson agrees that it is ready for defense, the student has the responsibility to distribute the finished copy of the dissertation to committee members and to arrange a location, a date, and a time (usually two hours) that is satisfactory to all committee members for the oral defense of the dissertation. The student is expected to allow “a reasonable time” (usually two weeks) between distribution of the finished copy of the dissertation and the scheduled defense to allow committee members time to read the dissertation critically. Committee members have the responsibility to inform the student of the time necessary and to read the dissertation in the agreed-upon time. The student submits the PhD Announcement of Dissertation Defense form (SON Registrar web site) to the chairperson and all members of the dissertation committee. After the student and Chairperson have signed the form, it should be submitted to the PhD Program Manager to obtain the PhD Program Director’s signature and for announcement of the defense.

Oral Defense
It is the student’s responsibility to bring the Final Examination Form to the oral defense. [http://graduate.as.virginia.edu/thesis-submission-and-graduation](http://graduate.as.virginia.edu/thesis-submission-and-graduation). The student gives the form to the chairperson at the beginning of the session. Ideally, all members of the committee are
present in person for the defense. The Chair of the Committee introduces the student and the Committee to the audience.

Typically, the student begins the oral defense with a thirty-minute oral summary of the research problem and its significance; research questions, hypotheses, or aims; methods; findings; limitations; and implications. The emphasis is on the study and its results. After the presentation is concluded the committee chairperson will invite members of the audience to ask a few brief questions or make comments. The public is then excused and during the ensuing discussion and examination, committee members may question the student about any aspect of the research itself and the relevant contextual and methodological considerations.

After this exam session, the student is asked to leave the room while the committee critiques the dissertation, identifies any changes or additional work to be done, and determines the outcome of the dissertation defense. The student is then invited back into the room and is informed of the result.

The committee discusses with the student any changes or additional work to be done and establishes a time by which such changes or additions are to be submitted. If the changes or additions are minor, committee members will usually, as a matter of convenience, sign the Final Examination Form. The Approval of Final PhD Dissertation for Submission to Libra form (found on the SON Registrar web site) will be signed by the Chairperson, when all changes or additions have been submitted and found acceptable.

If major changes or additions to the dissertation are required, a date will be established for their presentation and defense. Neither the chair nor the members will sign and date the Final Examination Form with a recommendation of approval until and unless these major changes or additions have been presented and defended and the entire dissertation found satisfactory.

**Reporting the Results of the Dissertation Defense**

The signed Final Examination Form and the Approval of Final PhD Dissertation for Submission to Libra form should be submitted to the program manager for signature by the PhD Program Director. The signed Final Examination Form will be sent to the GSAS registrar when the Approval of Final PhD Dissertation form has been signed, indicating that the student is ready to upload the final dissertation to Libra. The PHDDEFENSE milestone will be entered in SIS.

In the event that the committee judges the dissertation to be so grossly unsatisfactory in execution that making it acceptable would virtually require starting over, or that the student does not submit and defend the required changes or additions by the agreed-upon date, or that the committee judges the submitted changes or additions to be unsatisfactory, the committee may report that the student has not passed the dissertation and oral defense and may recommend, on the Final Examination Form, that the degree not be awarded. In such a situation, the committee should submit to the Dean of the School of Nursing the Final Examination Form with the committee’s recommendation, along with a written report detailing the rationale for the recommendation.
Application for Degrees
Please see Appendix B in this handbook and the GSAS web site, Enrolled Students, Thesis Submission and Graduation: http://graduate.as.virginia.edu/thesis-submission-and-graduation. All PhD degree applications must be submitted no later than February 1 if the degree is to be conferred in May, July 1 if the degree is to be conferred in August, and October 1 if the degree is to be conferred in December.

Note that these are GSAS deadlines; the application must be submitted to the SON Registrar at least two weeks prior to these deadlines to allow time for verification of courses and information. All students must “apply to graduate” in SIS in the semester they plan to graduate.

School of Nursing Authorship Guidelines
The School of Nursing will follow the authorship guidelines recommended by the International Committee of Medical Journal Editors: http://www.icmje.org/index.html#authorsur. These guidelines differentiate criteria for authorship and criteria for acknowledgement.

Collaboration on publications is encouraged. Plans for authorship should be discussed early in the collaboration. While many people may provide general input into a product and contribute ideas to a discussion about a product, not all will make a substantial contribution to the unique ideas and to the work of the project. In general, the leader of a project is responsible for identifying the main contributors to the project. At the time a decision is made to develop a specific product, the identified leader (i.e., the first author; the principal investigator of the study, the faculty member, the student writing a dissertation or capstone project) should identify those who have already made a substantial contribution to the product as well as any additional individuals who are expected to make a similar contribution to the project. Additional authors can be added as needed and revisions to planned authorship may be made based on meeting the criteria of the authorship guidelines above. The guiding principle will be having provided meaningful contribution to the final product.

In no case should authorship be awarded in an honorary fashion.

Adopted by Research Advisory Committee, 3-19-12 (Based on a Revision of the RHCRC Guidelines)

Financial Resources
The School of Nursing Office of Admissions and Student Services offers assistance to students needing financial aid.

Contingent on the availability of funds, it is the intent of the PhD Program to offer students who are making satisfactory progress, financial aid for two years of PhD study (three years for BSN to PhD students). All PhD students admitted beginning fall 2015 are required to serve as a Graduate Teaching Assistant throughout their program if they accept a financial aid package from the School of Nursing that includes tuition remission. Financial aid may include tuition remission, graduate assistantships, or both. Graduate Teaching Assistants are expected to work 10 hours per week and are paid a stipend based on their work assignment and their level of education. Graduate Assistantships are open to both Virginia students and out-of-state students.
The School receives scholarship support from a variety of sources (state, federal, and private) and the ability to award scholarship resources depends on annual allocations from these public and private sources. There are federal and state loan programs. For more information, please see: the Office of Admissions and Student Services.  
https://www.nursing.virginia.edu/admissions/financial-aid/

Students may augment or extend the basic financial aid package described above by receiving financial aid from other sources, such as research grants or special fellowships. New students interested in receiving financial aid should apply to the Office of Admissions and Student Services no later than April 1. Returning graduate students should also apply by April 1.

PhD students can seek assistance in gaining federal grant support through the National Research Service Awards Program, among others.

**Awards**

**NRSA: National Research Service Awards**
The U.S. Department of Health and Human Services sponsors a national program of individual pre-doctoral and post-doctoral nurse fellowships. The student should be aware that the intent of the awards program is to prepare biomedical, behavioral, and nurse scientists who will address continuing problems in health-related research of importance to the public. The student’s qualifications to do scholarly work, the advisor’s credentials, and the merit of the proposed area of research are the major criteria upon which awards are based. Students will be required to complete portions of the National Research Service Awards application as a component of coursework (GNUR 8410) and as a progression requirement. Application forms are available on the NIH web page at [http://grants.nih.gov/grants/oer.htm](http://grants.nih.gov/grants/oer.htm). Further information is available on the NINR web page at [http://www.ninr.nih.gov/](http://www.ninr.nih.gov/).

**Barbara Brodie PhD Scholar Award**
The Barbara Brodie Scholars Endowment was established in 1988 by the many friends and former students of Barbara Brodie as a permanent tribute to an outstanding teacher, mentor, and friend. Preference is given to historical research. The guidelines for the award are:

1. Minimum 3.5 GPA.
2. Enrolled student at the time of application.
3. Defended/approved dissertation proposal related to nursing history, the humanities or social sciences.
4. Three letters of recommendation

Application forms are available in the Office of Admissions and Student Services and are due by January 30. A review committee from the PhD program faculty will select the recipient.

**The Phyllis J. Verhonick Award**
The Phyllis J. Verhonick Dissertation Award is given annually to a graduating PhD nursing student whose dissertation is selected as most meritorious. Dissertations are judged by a faculty committee based on the following criteria: The significance of the research problem, the adequacy of the literature review, the appropriateness of the methodology, the clarity of
the presentation of findings, the writing style, and the significance of the dissertation to the contribution of nursing knowledge.

Dissertations (or drafts) are submitted to the Director of the PhD Program by February 1. The dissertation is reviewed by a committee of PhD faculty and students are notified in writing regarding the outcome. The recipient is announced at Graduate Hooding Ceremony and receives a plaque and monetary award.

**University and external funding opportunities**
The Office of Graduate Studies and Post-Doctoral Programs maintains a list of University and external funding opportunities for PhD students. A lengthy list of these opportunities can be found at [www.virginia.edu/vpr/gradstudies/students.html](http://www.virginia.edu/vpr/gradstudies/students.html).

**Additional Sources of Grant Support**
There are several additional sources of grant funding. Students are encouraged to explore organizations in their specialty area. Examples of sources of funding and due dates are listed on below and additional sources are updated each semester on the Office of Nursing Research web site (ONR). [https://community.nursing.virginia.edu/onr/](https://community.nursing.virginia.edu/onr/)

<table>
<thead>
<tr>
<th>Sponsor</th>
<th>Type of Award/Program</th>
<th>Deadlines</th>
</tr>
</thead>
<tbody>
<tr>
<td>NIH</td>
<td>Institutional National Research Service Awards (NRSA)</td>
<td>January 25, May 25, September 25</td>
</tr>
<tr>
<td></td>
<td>All Academic Research Enhancement Awards (AREA), except those involving AIDS-related research</td>
<td>January 25, May 25, September 25</td>
</tr>
<tr>
<td></td>
<td>New Research Grants, Conferences, and Career Development Awards, all Program Project and Center Grants</td>
<td>February 1, June 1, October 1</td>
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<tr>
<td></td>
<td>Interactive Research Project Grants</td>
<td>February 15, June 15, October 15</td>
</tr>
<tr>
<td></td>
<td>Competing Continuation, Supplemental and Revised Grants</td>
<td>March 1, July 1, November 1</td>
</tr>
<tr>
<td></td>
<td>Individual National Research Service Awards (NRSA)</td>
<td>April 5, August 5, December 5</td>
</tr>
<tr>
<td></td>
<td>Predoctoral Individual NRSAs for Minority Students, and Predoctoral Individual NRSAs for Students with Disabilities</td>
<td>May 1, November 15</td>
</tr>
<tr>
<td></td>
<td>All AIDS-Related Grants</td>
<td>May 1, September 1, January 2</td>
</tr>
<tr>
<td>AHRQ</td>
<td>Health Services Dissertation Research</td>
<td>January 15, May 15, September 15</td>
</tr>
<tr>
<td></td>
<td>Predoctoral Fellowship Awards for Minority Students (F31)</td>
<td>May 1, November 15</td>
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<td></td>
<td>Mentored Clinical Scientist Development Award; Independent Scientist Award;</td>
<td>February 1, June 1, October 1</td>
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<td></td>
<td>Small Project Grant Program</td>
<td>March 24, July 24, November 24</td>
</tr>
<tr>
<td></td>
<td>Small Grant Program for Conference Support</td>
<td>Ongoing</td>
</tr>
<tr>
<td></td>
<td>Individual Postdoctoral Fellowships</td>
<td>April 5, August 5, December 5</td>
</tr>
<tr>
<td>Organization</td>
<td>Type of Grant</td>
<td>Submission Dates</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>---------------</td>
<td>---------------------------</td>
</tr>
<tr>
<td>American Nurses Foundation</td>
<td>Internally Funded and Externally Funded Nursing Research Grants</td>
<td>February 1, June 1 October 1</td>
</tr>
<tr>
<td></td>
<td><a href="http://www.ana.org">www.ana.org</a></td>
<td>NOTE: The dissertation proposal must have been defended.</td>
</tr>
<tr>
<td>Sigma Theta Tau</td>
<td>Small Grant Program</td>
<td></td>
</tr>
<tr>
<td>Oncology Nursing Foundation</td>
<td>Small Research Grant</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Career Development Awards</td>
<td></td>
</tr>
<tr>
<td>CDC</td>
<td><a href="http://www.cdc.gov/grants/">http://www.cdc.gov/grants/</a></td>
<td></td>
</tr>
<tr>
<td>American Association of History of Nursing</td>
<td>H-31 Predoctoral Award</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Research grants at <a href="http://www.aahn.org">www.aahn.org</a></td>
<td></td>
</tr>
</tbody>
</table>
APPENDICIES

Appendix A
    Comprehensive Exam Evaluation Tool

Appendix B
    Thesis Submission and Graduation Steps

Appendix C
    Nursing credentials

Appendix D
    Individualized Development Plan
### APPENDIX A

**Comprehensive Exam Evaluation**  
PhD Program Comprehensive Exam Evaluation Tool

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Not acceptable; important aspects are neglected or unfinished</th>
<th>Acceptable; meets all requirements</th>
<th>Distinguished; exceeds requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td><strong>Content Knowledge:</strong> Synthesizes knowledge in the field</td>
<td>Grounds response in current theories</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Situates response within the purview of the relevant line of research and thoroughly reviews the pertinent empirical literature on the topic</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Identifies and defines key concepts and terms and discusses these within the context of the relevant literature</td>
<td></td>
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<tr>
<td></td>
<td>Demonstrates cognizance of relevant research and informed opinion</td>
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<tr>
<td></td>
<td>Avoids over-generalizing or otherwise arriving at conclusions that exceed findings</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Qualifies statements that are speculative or that apply to narrow circumstances</td>
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<td></td>
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<tr>
<td></td>
<td>Distinguishes between what is known and what would be desirable to know</td>
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<tr>
<td></td>
<td>Identifies competing theories and links these logically to the research presented</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Content Knowledge: Identifies topic and approach for dissertation research and its contribution to nursing</td>
<td></td>
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<td></td>
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<tr>
<td>-----------------------------------------------</td>
<td></td>
<td></td>
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<tr>
<td>Topic is clearly defined.</td>
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<td></td>
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</tr>
<tr>
<td>Problem statement and research question are clearly stated and provide information necessary to understand direction for the dissertation research.</td>
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<tr>
<td>A conceptual framework, congruent with the study’s research question, is presented, where appropriate.</td>
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<tr>
<td>Justification for the importance/significance of the problem is convincing.</td>
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<tr>
<td>Selected methodological approach is described and expertise regarding the method is demonstrated.</td>
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<tr>
<td>The contribution of this work to nursing is described, is meaningful, and the impact to the field is described.</td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Content Knowledge: Shows how program of research from dissertation up to next 5 years will add to nursing knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Situates response within the purview of the relevant line of research</td>
</tr>
<tr>
<td>Persuasively argues how the proposed program of research will build logically on the dissertation findings</td>
</tr>
<tr>
<td>Identifies time-line for planned professional activities that will support the implementation of the research program</td>
</tr>
<tr>
<td>Identifies career development activities necessary to support the development of the research program.</td>
</tr>
</tbody>
</table>
### The following section applies to ALL answers

<table>
<thead>
<tr>
<th>Rhetorical Aspects</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Achieves general cohesion of ideas within each response</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Creates a logical text structure</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Signals text structure by appropriate headings and subheadings</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Technical Aspects</th>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Uses correct spelling and punctuation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employs proper grammar and usage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adheres to APA style</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Appendix B

Thesis Submission and Graduation

Students who have completed all degree requirements in both their program and their school and who have observed the rules and regulations of the University, including the Honor Code, may graduate only after applying for and receiving approval for the degree sought. A transcript of the applicant's previous academic record, detailing the content of his or her baccalaureate degree, must be on file with the Office of Enrolled Students.

Candidates who do not receive a degree in the semester for which their application has been approved must renew their application in proper form at the beginning of the semester in which candidacy for the degree is desired. Candidates who find that they will not be able to receive their degree in the semester for which their application was approved must remove their name from the degree list by May 1 for spring graduation, August 1 for summer graduation and December 1 for fall graduation.

**Students must be enrolled or on affiliated status during the semester in which they plan to graduate.** Before completing the application for the degree, students should check their transcripts for errors, as errors will not be corrected after a degree has been conferred. Please follow the steps below, following the deadline for the desired term of graduation. Please also note that the following are standard requirements and procedures for the Graduate School of Arts and Sciences. Individual departments may maintain additional requirements and procedures.

Please visit the GSAS website for important dates and deadlines:

http://graduate.as.virginia.edu/thesis-submission-and-graduation
APPENDIX C

Nursing Credentials

How to list your credentials and title when you publish

Ex: Last name, PhD [cand.] not PhD (c)
APPENDIX D

IDP

Individual Development Plan
Student:
Advisor:
Date Created:
Date Updated:

The Individual development Plan (IDP) is an opportunity for you and your advisor to step back from your daily work, assess your progress, and plan for the future. Your advisor and mentors are invaluable resources to help you propose and execute next steps to become a better scientist.

Steps:
1. Step back and self-assess
2. Set an annual fall meeting with your advisor to complete your IDP in addition to regular ongoing meetings.
3. Lead the discussion! This document contains topics we think are helpful. Please add additional questions or objectives.
4. Complete the Action Plan and make a plan for following up.
5. Meet again in spring to assess your progress.
6. Submit the Outcomes to the PhD Program Director by May 1. NOTE: The IDP is a document that is only for you and your advisor. Only the outcomes will be used by the PhD Program Director.
Research Progress

Number of semesters completed: __________

Comprehensive exam: _____ Date Planned _____ Date completed

Proposal Defense _____ Date Planned _____ Date completed

Final Proposal: ______ Date Planned _____ Date completed

Scientific/Research Goals

1. What specific questions do you intend to answer in your dissertation?

2. How familiar are you with the scientific literature? What do you need to learn more about?

3. What are your near-term research goals? What specific additional training do you need to achieve each of these goals?

Challenges:

1. Describe any challenges you have experienced or anticipate in trying to accomplish the goals you set.

2. What actions have you taken to meet these challenges?

3. How can your advisor help you?

Development Activities

1. What course requirements do you need to complete? What is your plan for completing them?

2. What fellowships/research grants are you applying for? What assistance do you need in completing those applications?
3. What conferences do you plan to attend?

4. What scientific presentations and manuscripts do you have planned for this year? What assistance do you need in completing those?

5. What service do you have planned? How do you feel about the balance of service and research/teaching?

6. What teaching/GTA work do you have? What goals do you have for those assignments?
Competencies (rate each on a scale of 1 (weak) to 3 (strong) and identify target skills for this year)

<table>
<thead>
<tr>
<th>Research Skills</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>Target?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical reading of the literature</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Research design</td>
<td></td>
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<tr>
<td>Statistical analysis and interpretation</td>
<td></td>
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<tr>
<td>Qualitative analysis and interpretation</td>
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<tr>
<td>Understanding of manuscript submission/ responding to reviewers</td>
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<tr>
<td>Ability to provide useful peer review</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Identifying need for and seeking advice</td>
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<tr>
<td>Time management</td>
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<tr>
<td>Writing for publication</td>
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<table>
<thead>
<tr>
<th>Teaching Skills</th>
<th>1</th>
<th>2</th>
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<th>Target?</th>
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<tbody>
<tr>
<td>Syllabus development</td>
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<td>Test/exam development</td>
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<td>Student assessment/grading</td>
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<td>Rubric development</td>
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<td>Lecture skills/Teaching strategies</td>
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<td>Facilitation (group discussion/projects)</td>
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<tr>
<td>Creating an inclusive and respectful classroom</td>
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<tr>
<td>Articulate a teaching philosophy</td>
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<td>Faculty peer evaluation</td>
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### Mentoring

<table>
<thead>
<tr>
<th></th>
<th>Meeting how often?</th>
<th>Is this sufficient?</th>
<th>Do you initiate meetings?</th>
<th>Need help finding or coordinating?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advisor:</td>
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<tr>
<td>Committee members (list):</td>
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<tr>
<td>Other collaborators (list):</td>
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</table>

What has been beneficial about this mentoring?

What would improve this mentoring?
Goals

1. What are your long term goals?

2. What guidance would help you achieve those goals?

3. Is there anything that might negatively affect your progress?

4. What help can your advisor or the program provide?

5. What are you doing to maintain your wellness?
Action Plan (to be completed in the fall)

1. Accomplishments and Milestones since you started the PhD program and plans for upcoming year.
   - Scheduled comprehensive examination (If yes, date: _______________)
   - Passed comprehensive examination (If yes, date: _______________)
   - Scheduled dissertation proposal (If yes, date: _______________)
   - Successfully defended dissertation proposal (If yes, date: _____)
   - Successfully defended dissertation (If yes, date: _____)

2. What grants do you plan to submit this coming year?
3. What publications and/or scientific presentations are planned for this coming year?
4. What are the target skills (1-2 in research and 1-2 in teaching) you identified for the coming year? What is your plan to obtain those skills?
5. What other additional actions can be initiated or continued by you and your advisor to ensure your success?
6. What is your plan for you and your mentor to follow up on your IDP this year? (Meeting frequency, meetings with other committee members or faculty, etc.)
Outcomes (to be completed by May 1):

Accomplishments and Milestones since you started the PhD program
1. Have you:
   □ Scheduled comprehensive examination (If yes, date: _______________)
   □ Passed comprehensive examinat ion (If yes, date: _______________)
   □ Scheduled dissertation proposal (If yes, date: ______________)
   □ Successfully defended dissertation proposal (If yes, date: ____)
   □ Successfully defended dissertation (If yes, date: ____)

2. For the time period designated, please list any grant proposals submitted (NRSAs or others), including title, funding agency, amount requested, your role, and all sponsors and co-sponsors, and current status (not funded, funded, pending). Please format as the examples below.
   Example of formatting:

3. For the time period designated, please list any publications and year publication submitted OR when it was published. (Note R for peer-reviewed, * for data-based). Please list all publications in APA format.

4. For the time period designated, please list any podium or poster presentations at conferences that you are listed as author (either the presenter or a co-presenter) – please indicate the conference and date of the conference. Please list all presentations and posters in APA format and make clear whether a poster or a presentation.

5. For the time period designated, please note any “media” interview you have participated in (date, agency and a brief synopsis of the focus of the media coverage).
   Example of formatting:

6. Describe the target skills (1-2 in research and 1-2 in teaching) you identified for the past year and how you met them.

7. What other accomplishments from the past year would you like to share?