

Academic Year 2025-2026



**MOLLOY
UNIVERSITY**

**The Barbara H. Hagan
School of Nursing and
Health Sciences**

PHD PROGRAM

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Director's Welcome

Dear Students,

On behalf of Molloy University, Barbara H. Hagan School of Nursing and Health Sciences, I wish to congratulate you on your acceptance into the Doctor of Philosophy (PhD) in Nursing program. The PhD in Nursing is an academic degree that prepares nurse scientists at the highest level to create new knowledge through original research. We welcome you to become a part of our community of scholars.

Pursuing a PhD is truly a journey – a journey of the mind, “moving” your way of thinking from one place to another. It will be challenging, and sometimes you may doubt your ability, but embrace the challenge and get comfortable with being uncomfortable and not knowing. You are all leaders in the profession, very used to others coming to you for the answers – this is the time to free yourselves from that burden, a time for you to question, and a time for you to enjoy learning. We at Molloy share your passion for knowledge and are here to guide you on your doctoral journey and dissertation research - adding knowledge to our profession improves the care and outcomes for individuals, families, and communities.

The decision to begin doctoral studies is a significant milestone for you. We want to help in any way possible to make your doctoral studies meaningful - and enjoyable! My door (virtual and otherwise) is always open, so please do not hesitate to contact me should you have any questions. I want to help facilitate your progress through the doctoral program.

This handbook contains essential information to guide you as you progress through the doctoral program. In addition to this Handbook, you should be familiar with the Molloy University Graduate Catalog. These documents provide essential details of policies and procedures for the PhD Program in Nursing.

I look forward to joining you on your journey and working with you throughout your studies!

Sincerely,



Jennifer Emilie Mannino, PhD, RN, CNE
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Molloy University Mission Statement

Molloy University, an independent Catholic University rooted in the Dominican tradition of study, spirituality, service, and community, is committed to academic excellence with respect for each person. Through transformative education, Molloy promotes a lifelong search for truth and ethical leadership development.

A Molloy University education challenges students to maintain high personal and professional standards, to be aware of their responsibilities to preserve and protect the environment, and to improve the quality of life for themselves and their neighbors in an ever-changing global society.

The faculty of The Barbara H. Hagan School of Nursing and Health Sciences, in accord with Molloy University, believes that every person as a biological, psychological, socio-cultural, and spiritual being has an innate potential for self-actualization in a dynamic universe. We believe that human beings are entitled to an environment that fosters individual self-esteem and mutual positive regard. We hold in high esteem the inherent worth and dignity of all individuals. The concept of valuing, in relation to humanity-environment-health, gives meaning to humanistic nursing practice.

Each human being is an integrated whole that evolves over time. The uniqueness of humanity is reflected through individuals, families, and communities continuously interacting with their environment. Since the environment influences the health and well-being of humanity, we recognize our collective responsibility to strive toward a better environment.

Health is a dynamic state of bio-psycho-socio-spiritual-cultural well-being. A responsible society provides a healthcare system that enables individuals to function at their highest level. Nursing meets humanity's actual and potential needs by assisting a diverse, multicultural population to attain, maintain, and retain optimum health.

Nursing is both a science and an art, focusing on diagnosing and treating human responses. Humanistic nursing integrates theory and practice within a framework of ethical decision-making. Nursing provides health care for individuals, families, and communities. Central to professional practice is caring, interpersonal communication, and nursing therapeutics. We believe nursing is a social contract grounded in the profession's code of ethics and requires a life-long professional commitment.

Doctor of Philosophy in Nursing Program

The Doctor of Philosophy (PhD) in Nursing program at Molloy University prepares nurses for leadership roles in various organizations, health-related agencies, and educational institutions.

Doctoral education fosters the highest level of scholarly inquiry to promote self-transformation, enabling graduates to demonstrate excellence in leadership, education, and service. A Doctor of Philosophy degree represents the culmination of the formal educational process. The graduate will generate new knowledge through scholarly inquiry and intellectual engagement by designing and conducting research to advance nursing science.

The underlying beliefs of The Barbara H. Hagan School of Nursing and Health Sciences at Molloy University are rooted in its humanistic framework. Within this framework, the Molloy University doctoral program uniquely contributes to the nursing profession (see Figure 1 and Figure 2). It is the nurse's role to stand against the dehumanization that may happen in healthcare settings. In an environment where there may be a devotion to technology and cost containment and where others may be less concerned with the patient as a human being, the Molloy PhD-prepared nurse will lead in knowledge development and nursing interventions that demonstrate value and respect for people who are vulnerable to illness.

Leadership by the Molloy University PhD-prepared nurse will be directed toward transforming vulnerabilities into strengths, attaining and maintaining optimum health. Humanistic nursing behavior, rooted in the principles of caring, is a goal of the doctoral program. A curriculum enriched by studying the humanities assists in achieving that goal. Faculty who teach and supervise PhD students believe that health equity and inclusion are instilled in our students through the lens of research and leadership.

- *As a research-focused program, faculty examine inequity through a lens of inquiry to discover how to make these issues visible in health care and encourage students to become leaders in changing policy and advocacy.*
- *Faculty foster safe intellectual, academic learning environments to raise interest and comfort within the language of inquiry; and use the scientific processes that address contemporary problems related to inequity.*
- *By building confidence in scientific discourse, faculty integrate the issues of inequity and disparities through threads in courses, cognates, and the development of students' learning to stimulate research and produce advocates in promoting health equity and inclusion, making them more visible in the national community of scholars.*
- *Students in the PhD program are recruited from diverse backgrounds and are admitted with an understanding of their multiple credible, holistic attributes that aim to achieve the goal of inclusive excellence.*

Figure 1. The Barbara H. Hagan School of Nursing and Health Sciences Humanistic Framework

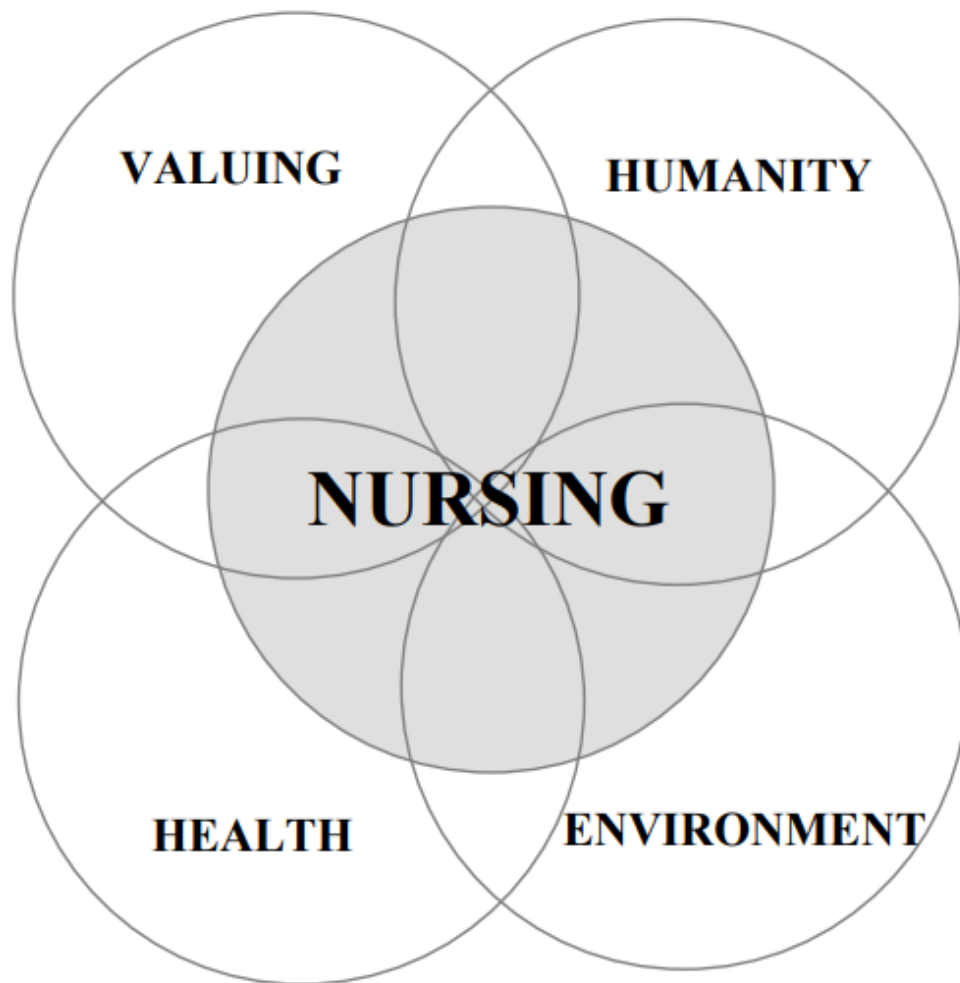


Figure 2. The Barbara H. Hagan School of Nursing and Health Sciences Humanistic Framework Extended to the Doctoral Level

<i>Doctoral Graduate</i>	Generates	Promotes	Models	Conducts and Disseminates	Exemplifies	<i>HEALTH</i>	<i>HUMANITY</i>
<i>Master's Graduate</i>	Demonstrates (Advanced)	Demonstrates (Advanced Practice)	Assumes (Advanced Practice)	Designs	Utilizes (Advanced)		
<i>B.S. Graduate</i>	Utilizes	Assumes (Generalist Practice)	Assumes	Utilizes	Practices (Generalist)		
<i>Level III</i>	Applies	Demonstrates	Applies	Applies	Demonstrates	<i>VALUING</i>	<i>ENVIRONMENT</i>
<i>Level II</i>	Demonstrates	Demonstrates (Beginning Practice)	Demonstrates	Discusses	Demonstrates (Beginning Level)		
<i>Level I</i>	Acquires	Discusses	Discusses	Defines	Identifies		
	Knowledge	Responsibility & Accountability	Leadership/ Management	Research	Professional Role	<i>NURSING</i>	

Program Outcomes

The goal of advancing nursing knowledge must be grounded in respect for the dignity of the individual human being. It must also emerge from principles and methods of scientific inquiry and an examination of nursing actions within nursing environments. The process for reaching this goal is provided in a core of required courses that address the theoretical and empirical basis for nursing and the substantive construction of research and theory to guide nursing practice.

The program design allows students to expand upon prior educational endeavors through various learning experiences. Scholarly electives provide additional flexibility to plan a program of study that strengthens dissertation, research, and career goals. Depth of knowledge in the research interest area is developed through the combination of required coursework, elective courses, research residency (an immersion in activities with a research-active faculty mentor), independent study, and the dissertation process.

The program's goals are to prepare future nursing scientists and leaders with the knowledge and skill to develop policies and practices that respond to the inequities of our healthcare and social systems and improve outcomes and quality of life for all individuals, families, and communities in society.

The recipients of the Molloy University PhD in Nursing are prepared to:

1. Serve as leaders in advancing the practice of nursing through research, education, administration, and health policy.
2. Participate fully in multidisciplinary contributions to the creation of nursing knowledge.
3. Generate, test, and extend knowledge through research and theory development and disseminate the findings.
4. Influence health policy to advance nursing and health care in a global society.
5. Integrate theory and practice through advanced ethical analysis.
6. Appreciate and extend the aesthetic values of nursing.
7. Value the inherent dignity of all humans and protect them from the dehumanization of health care.
8. Treasure the ideals of nursing through the stewardship of caring.

Graduates of the PhD in Nursing Program

The underlying beliefs of The Barbara H. Hagan School of Nursing and Health Sciences at Molloy University are rooted in its humanistic framework. The Molloy PhD nurse graduate will lead in knowledge development and nursing interventions, demonstrating value and respect for persons vulnerable to illness.

The Molloy University PhD-prepared nurse will exert leadership and develop knowledge to:

- Transform vulnerabilities to strengths, attaining and maintaining optimum health.
- Guide humanistic nursing behavior, rooted in the principles of caring, as a goal of the doctoral program.
- Enrich the discipline by incorporating the humanities to assist in achieving goals.

DNP to PhD in Nursing Bridge

The bridge from DNP to PhD is designed for nurses who have a DNP and wish to further their expertise in research and scholarship. PhD-prepared nurses pursue leadership careers in academia, policy, and practice, conducting original research, developing evidence-based practices, and contributing to the development of new knowledge in the nursing field that advances nursing science. Honoring previous academic success, students may transfer up to 21 doctoral-level credits into the PhD in Nursing Program, thus reducing completion time.

Doctor of Nursing Practice (DNP) and PhD (Doctor of Philosophy) in Nursing programs provide complementary but distinct learning objectives and outcomes. The DNP is a degree that prepares nurses for the highest level of nursing practice, translating the research into evidence-based practice, and the PhD prepares nurses for the highest level of nursing science, creating knowledge through research (AACN, 2022). The DNP to PhD bridge offers an opportunity for innovation and allows the DNP to earn a PhD in an affordable and timely manner.

The extent to which learning objectives and outcomes overlap may vary from program to program. An individualized program of study for the prospective student will be determined through gap analysis. Course syllabi (course descriptions, credit allocation, and learning outcomes) from the DNP program will be reconciled with those of the Molloy University PhD in Nursing courses. Only doctoral courses from an accredited program where students earned a B+ or better will be considered for transfer. All credit transfers must be approved by the Director of the PhD in Nursing Program. Up to 21 credits may be transferred. Students must complete a minimum of 30 PhD in Nursing credits from Molloy University to graduate with a degree from Molloy University.

Admission Requirements

The Barbara H. Hagan School of Nursing and Health Sciences employs a “whole person” philosophy to evaluate candidates for admission to the doctoral program. A multifaceted assessment of the applicant’s potential for success includes the following:

Candidates for admission with an earned master’s degree will provide the following:

1. A master’s degree from an accredited program. A higher degree in nursing (baccalaureate and/or master's). Degrees outside of nursing need to be relevant to nursing and health.
2. Minimum Grade Point Average of 3.5 on a 4.0 scale from the applicant’s master's program.
3. Original official transcripts from all university programs and courses.
4. Current license to practice as a registered nurse in the United States.
5. A written statement of career goals and research interests
6. Three letters of reference from professionals in the field that speak to the applicant's potential as a scholar, including at least one from a former faculty and at least one from a recent employer.
7. A current curriculum vitae.
8. A copy of a recent academic or scholarly paper, research report, or publication.
9. An interview with the Director of the PhD in Nursing Program and faculty of the Doctoral Program with concurrent completion of a brief writing sample evaluated by a designated PhD admission committee.
10. International students must follow the regular admissions procedure, including submission of university transcripts. See the catalog for English evaluations of transcripts. The TOEFL examination for those of whom English is not the native language is required with a minimum score of 500.

Candidates for admission with an earned terminal degree will provide the following:

1. Evidence of earned terminal degree
2. Minimum Grade Point Average of 3.5 on a 4.0 scale from the applicant’s terminal degree program.
3. Original official transcripts from all university programs and courses.
4. Current license to practice as a registered nurse in the United States.
5. A written statement identifying a dissertation research focus and professional goals for developing nursing science and practice.
6. One letter of reference speaking to the applicant's scholarly aptitude from a former faculty.
7. A current curriculum vitae.
8. A copy of a recent academic or scholarly paper, research report, or publication.
9. An interview with the Director of the PhD in Nursing Program and faculty of the Doctoral Program.
10. International students must follow the regular admissions procedure, including submission of university transcripts. See the catalog for English evaluations of transcripts. The TOEFL examination for those of whom English is not the native language is required with a minimum score of 500.

Applications for the Fall semester should be submitted by April 1st. Prospective students who miss the application deadline dates may be considered on an individual basis.

Categories of Admission

- a. Admission to Degree Program: This category is used for students who satisfy all Doctoral Nursing Program requirements and are admitted without any provisions
- b. Provisional Admission to Degree Program: This category is used for students who fail to meet all Doctoral Nursing Program requirements but who, in the opinion of the Doctoral Faculty, demonstrate high potential for doctoral study. Types of students admitted under this category and conditions for full admission include:
 - A student who meets all admission requirements except is in the final semester of a degree program and has not yet graduated. Upon graduation with a GPA of 3.5 or higher, the student will be granted full admission.
 - A student who meets all admission requirements except has a GPA of 3.25-3.5. Upon earning a grade of B or higher in two of the first doctoral courses taken, the student will be granted full admission.

Non-Matriculated Students

Students whose admission process is incomplete but wish to earn credits for specific prerequisites or required courses for the degree can request permission from the Director of the PhD in Nursing Program to enroll for one semester. Non-matriculated students should be aware that no more than six (6) credits may be completed as a non-matriculated student to fulfill the requirements for the PhD.

Transfer Credit

The PhD in Nursing Program allows for nine (9) doctoral-level transfer credits with a grade of "B" or higher if the courses are judged equivalent to those required in Molloy's PhD in Nursing Program. Students with an earned terminal degree (e.g., PhD, EdD, DNP) may have up to 21 doctoral-level credits with a grade of "B+" or higher considered for transfer.

Transfer courses for the PhD in Nursing program must have been completed at an accredited institution within five (5) years to be considered for transfer. Courses submitted for transfer credit are evaluated individually relative to program requirements and the student's plan of study. The course must either be duplicative of courses required within the program and/or congruent with the student's focus for cognates that support the dissertation research and/or career goals.

A student requesting transfer of credit submits the request, an official copy of the transcript, and a copy of the course syllabus (course descriptions, credit allocation, and learning outcomes) to the Director of the PhD in Nursing Program.

The extent to which learning objectives and outcomes overlap may vary from program to program. An individualized program of study for the prospective student will be determined through gap analysis. The Director of the PhD in Nursing Program and the Office of Research, Scholarship, and Graduate Studies must approve all transfers of credit. Students must complete a minimum of 30 PhD in Nursing credits from Molloy University to graduate with a degree from Molloy University.

Waiver of Course

Occasionally, a student is admitted to the Doctoral Program who presents the credentials of having experience that is equivalent to the required course. In this instance, the student may request a waiver

of the course. The Advisor and the student are then notified in writing of the action taken. Any student receiving a favorable waiver of course action will be required to take a course, with advisement, that will provide the appropriate number of credits to substitute for the waived course. A Waiver/Substitution form may be submitted by the student advisor to the Director of the PhD in Nursing Program for approval by the Office of Graduate Studies. These requests are reviewed and are subject to denial. If approved, an acceptable course may be substituted for the required course, or a requirement may be waived.

Licensure as a Registered Nurse

A student in the Doctoral Program must maintain current licensure as a registered professional nurse in New York State and in any other state where the student may be involved in clinical activities.

Malpractice Insurance

Evidence of malpractice insurance may be required according to students' program of study.

Health and Wellness

A student in the program who is unable to meet course objectives due to health problems will be requested to either take an "incomplete" in the course or withdraw from the course depending upon which is more appropriate.

If you have health questions or concerns, the Student Health Services can be reached by email at healthservices@molloy.edu or by phone at 516-323-3467. The Student Personal Counseling Center (SPCC) is a confidential and free service available to all currently enrolled Molloy University students. If you are interested in scheduling an appointment, please call 516-323-3484 Monday-Friday, scan the adjacent QR code using the camera on your phone, or walk in to request a time and day to meet.

Accommodations

Molloy College makes a commitment to providing reasonable accommodation for any student with a documented disability or chronic illness. Students requiring accommodation to fully participate in this class are urged to contact Access at access@molloy.edu.

Immunizations and Health Requirements

The Molloy University Barbara H. Hagan School of Nursing and Health Sciences health policy has been established to minimize risks to students' health and to comply with regulations of both the agencies to which students are assigned as well as the State of New York immunization requirements. The Department of Health requires completed forms at the time of registration. Immunization forms are available from Student Health Services. Each student is responsible for her/his health care. Students are strongly advised to always maintain health insurance coverage. The University assumes no financial responsibility for the health care of students. An accident and health insurance plan is available through the Student Health Center.

To the student: To ensure compliance with the health requirements for the contracted health care agencies, all students must submit their records for review before any clinical contact outside of their own work areas. Physical forms must be returned before any activity in which the doctoral student may be involved in a clinical visit, such as research data collection, can be approved. For further questions, contact the Health Office in Kellenberg 310, www.molloy.edu/studenthealthservices, or call 516 323 3467.

To the Physician/Health Care Provider: Please administer any needed immunizations, record the immunization information, and submit it as instructed. Failure to comply with this requirement will impact the student's enrollment for subsequent semesters. The Molloy University School of Nursing requires that every student meet the following:

Physical examination	Measles: two doses are required after 12 months of age and after 1967 OR a titer showing seropositivity is acceptable. A history of the disease is not acceptable.
Polio: original series of three	Rubella: one dose after the first birthday OR a titer showing Seropositivity is acceptable. A history of the disease is not acceptable.
DPT: original series of three	Mumps: one dose

Tetanus/Diphtheria: last booster within 10 years	PPD (TB screening): required within the past year, then yearly. (Note: if PPD is positive, a chest X-ray report is required.)
COVID-19 primary series vaccine (booster recommended)	Hepatitis B vaccine: Series of three OR titer showing seropositivity is acceptable or signed declination
*Additional requirements may be forthcoming, including but not limited to COVID-19 vaccination	

Molloy University Catalog

Each student is required to be familiar with the Molloy University Catalog during the first semester of the program and is expected to review the policies and procedures described. Students are accountable for adhering to the published, current policies and procedures in force during their program of study.

The electronic catalog can be found at the following link:

<https://www.molloy.edu/academics/resources/course-catalogs>

Honor Pledge and Academic Honesty

The Honor Pledge and Academic Honesty are an integral part of Molloy University and uphold a tradition that has existed in the institution. Each doctoral student is responsible for conforming to and uphold the Honor Pledge and Academic Honesty as published in the Molloy University catalog. Attempted or actual cheating, plagiarism, lying, and stealing of academic work constitute Honor Pledge and Academic Honesty violations. Each student is responsible for reviewing the Honor Pledge and Academic Honesty as published.

Grading Policy

The following grading system is used in all graduate programs.

Grade			Quality Index
A	93.0 – 100	Superior	4.0
A-	90.0 -- 92.9	Excellent	3.7
B+	87.0 – 89.9	Very Good	3.3
B	83.0 – 86.9	Good	3.0
B-	80.0 – 82.9	Acceptable	2.7
C+	77.0 -- 79.9	*	2.3
C	73.0 --76.9	*	2.0
F	Failure		0.0
I	Incomplete, rolls over to F if not changed within 30 days.		
W	Withdrawn – passing.		
WA	Withdrawn – absent from last class meeting or final.		
WF	Withdrawn – failing.		
WIP	Work in Progress		
P	Pass (competency in meeting course requirements. Is not a letter grade).		
AU	Audit (requires permission of Director of the PhD in Nursing Program and Instructor). No credits earned and no quality points earned.		

*** Note: Not accepted for credit toward degree requirements**

Cumulative Grade Point Average Requirement

Students are expected to succeed academically and maintain a minimum cumulative grade point average of 3.2 (on a 4.0 scale). If the GPA falls below 3.2, it must be raised to 3.2 by the end of the following semester. Students who fail to raise their GPA to 3.2 may be dismissed from the program.

Repeating Courses

A course where a student earns less than a B-, or “fail” in a pass/fail course, must be repeated. A course may be repeated only once. The option to repeat a course may only be used twice during the program.

Incomplete Grades

Students who do not complete course requirements on time because of illness or other extenuating circumstances may be given a grade of Incomplete (I) by the instructor. Policies regarding incompletes are congruent with Molloy University policies and are found in the Graduate Catalog. All work to rectify incomplete grades must be in compliance with Molloy University policies. Students are advised, whenever possible, to complete requirements within the time allotted for the course. Incomplete grades must be rectified before taking the Comprehensive Exam. Incomplete grades do not count toward graduation.

PhD in Nursing Degree Requirements

To earn the PhD in Nursing degree at The Barbara H. Hagan School of Nursing and Health Sciences, the doctoral candidate must:

1. Have earned a minimum of 51 graduate-level semester credits beyond the master's degree.
 - a. Earned 45 graduate-level semester credits in courses beyond the master's degree; 36 of these credits must have been earned at Molloy University.
 - b. Earned nine (9) credits for the dissertation requirements. Three (3) credits are the dissertation seminar, and six (6) additional credits are beyond the forty-five (45) graduate-level credits in dissertation "progression" taken as three (3) credits (twice) or six (6) credits (once) to maintain enrollment until the dissertation defense, depending on the student's progress of completion.
2. Pass a written Doctoral Candidacy Comprehensive Examination.
3. Present a proposal to a committee and defend it before commencing the dissertation.
4. Complete the Program of Study outlined in the PhD in Nursing program curriculum.
5. Complete application materials for graduation and the PhD degree in accordance with university policies.
6. Pass the final oral Doctoral Dissertation defense.
7. Approval of the dissertation by the Doctoral Dissertation Committee, Director of the PhD in Nursing Program, Dean of The Barbara H. Hagan School of Nursing and Health Sciences, and Office of Graduate Studies. Submit the approved Doctoral Dissertation in the approved format to ProQuest and order hardcover copies for the Molloy University Archives and the PhD in Nursing Program.

Course Modality

Seminar-style classes meet virtually online synchronously on Thursday evenings with one meeting per month held on campus for classes and special events that foster connectedness and networking among fellow students, alumni, and faculty.

Length of Time to Complete Requirements

A student has a period of nine (9) years after admission to complete program requirements. A student must be admitted to candidacy within five (5) years after admission to the doctoral program and at least one (1) academic year before the anticipated date on which the degree is to be conferred. The student must defend the dissertation proposal within one (1) year of admission to candidacy and complete all program requirements within four (4) years following admission to candidacy. Any variation in this must be approved in writing by the PhD in Nursing Program and Office of Research, Scholarship, and Graduate Studies.

Continuous Registration

All doctoral students are required to maintain continuous registration of a minimum of at least one credit each semester (Fall and Spring) from admission until graduation unless an authorized leave of absence has been granted. If the student is unable to engage in doctoral study for a given semester for health or personal reasons, a Leave of Absence Form must be completed, in accordance with procedures for withdrawal, leave, and/or re-entry as specified in the University policies in the Graduate Catalog and approval must be obtained from the advisor and the Director of the PhD in Nursing Program. The

student must be registered for dissertation progression credit during the term (Fall, Spring, or Summer), during which the dissertation defense is scheduled and degree requirements are completed. When all dissertation credits are exhausted, students can remain actively matriculated by registration in the one-credit dissertation continuation course (NUR 7020) until the dissertation is successfully completed.

Students are dismissed from the PhD program upon failing to enroll for two consecutive academic semesters. However, a dismissed student may reapply and be reviewed for readmission. If readmitted, the student continues to be subject to the stated time limits.

Student Absence

It is the accepted practice at Molloy University that faculty take attendance in all courses. Students should notify the faculty if an absence is necessary due to a serious situation. Failure to attend class for two consecutive weeks at any point in the semester without notification of extenuating circumstances may result in an administrative withdrawal from the course. Administrative withdrawal results in removal from the course with a grade of "WA" or "WF," determined by the point in the term and the academic performance. Students should consult the University catalog for complete details regarding withdrawals and the potential financial implications of a withdrawal.

Academic Support for Students

Doctoral Student Study Areas

Doctoral student study areas are in The Barbara H. Hagan School of Nursing and Health Sciences Building: Doctoral Study Room 340 and Computer Lab Room 302. The doctoral rooms are available on weekends. Inquiries about using these rooms should be directed to the Doctoral Office in the Hagan Center, Room 309 (516-323-3652).

Library

Our librarian is available to teach students how to access electronic databases, use advanced search strategies, execute interlibrary loans, and use citation managers to store articles and create references.

Statistical Consultant

Our statistical consultant works individually with doctoral students and faculty in all aspects of statistical planning, data analysis, and interpretation.

Writing Center

The writing center is available to all students via face-to-face or remote modalities for all writing needs.

Communication

All students have a Molloy University email account. The Molloy email address will serve as official correspondence during the program. This is also the email account that your faculty and advisor will use to contact you. It should be checked frequently. The outcomes of several program milestones are sent via email and sometimes to the home address on file. Please inform the Doctoral Programs office if you change your home address or telephone contacts.

Advisement

The Director of the PhD in Nursing Program advises all newly admitted students prior to enrollment in the program. Thereafter, the student is assigned to a Faculty Advisor.

Faculty Advisor Responsibilities

- Guides the student in planning their program of study.
- Provides academic counseling to facilitate the program of study, transition procedures, and selection of the Doctoral Dissertation Committee.
- Provides advising to facilitate career planning.

When the student's dissertation committee has been approved, the Chair of the Dissertation Committee serves as the candidate's Faculty Advisor until graduation.

Student Advisee Responsibilities

- Initiate written requests in advance for accommodations applicable to the Americans with Disability Act.
- Supply documents required to fulfill transfer requests for coursework.
- Read written communicate and adhere to policies and procedures applicable to the Doctoral Program. (These may change during a student's enrollment).
- Initiate any changes to the Program of Study in writing to the faculty advisor (courses, leave of absence, reentry, resignation).
- Communicate with a faculty advisor at least once each semester to discuss progress and program planning.
- Obtain advisor signatures on required forms.
- Communicate any personal contact changes during the program in a timely manner with the advisor and Director of the PhD in Nursing Program.
- Meet deadlines for requests, forms, and applications, including documents related to research residency, progression in the program, and Comprehensive Exams.

Curriculum Overview

The goal of advancing nursing knowledge must be grounded in respect for the dignity of the individual human being. It must also emerge from principles and methods of scientific inquiry and an examination of nursing actions within nursing environments. The process for reaching this goal is provided in a core of required courses that address the theoretical and empirical basis for nursing and the substantive construction of research and theory to guide nursing practice.

The program design allows students to expand upon prior educational endeavors and experience. Depth of knowledge in the research interest area is developed through the combination of required coursework, elective courses, research residency (an immersion in activities with a research-active faculty mentor), independent study, and the dissertation process.

Theory Core

This cluster of core courses addresses the theoretical and conceptual bases for nursing practice and the underpinnings of professional leadership. Hallmarks of Scholarly Inquiry introduces the doctoral student to the scholarly process of dissertation research preparation. Ethics: The Foundation of Leadership explores traditional and contemporary ethical principles and core nursing values to develop students' complex analytical skills. Nursing Concept Analysis Through the Humanities allows students to investigate phenomena important to nursing through the humanities lens. Students also develop theoretical connections and philosophical reflections as bases for future theory construction. Students gain exposure to the United States health care system and the organizational, public, and corporate policies that shape and influence it as a background for nursing leadership in the Scholarship of Health Care Organizations and Policy. In Philosophical Evolution of Nursing Knowledge, elements of the philosophy of science are used as a guide to explore the evolution of nursing science. Nursing theory construction is examined as a foundation for research.

Research Core

Students acquire the tools to build their research skills in the research cluster. Analysis Primer, Quantitative Research Methods, Qualitative Research Methods, Advanced Quantitative Analysis, and Advanced Qualitative Analysis offer a strong foundation in research methods. Research Residency affords students learning opportunities encompassing all aspects of the research process. In Hallmarks of Scholarly Design and Implications, students critically analyze their research design and implications for nursing while developing their research proposal.

Leadership and Education Core

Leadership themes are threaded throughout the curriculum, assuring preparation for leadership in health policy and organizations. Leadership Innovations and Interventions allow students to examine the complex interaction of forces shaping organizations and national and global policy. Nursing Education: Principles, Dynamics, and Innovations provides students with the experience and knowledge necessary for doctoral graduates of the future.

Cognates

This component allows students to pursue individualized coursework that builds a specialized area of

competence and supports their research interests and career goals. Cognate courses contribute to nursing knowledge development through theoretical and/or methodological approaches. These courses may be taken at Molloy or other academic institutions. The advisor and Director of the PhD in Nursing Program must approve the choice of cognates.

Dissertation Seminar + Dissertation Progression

The dissertation is the culmination of doctoral study. The Dissertation Seminar is taken after completing all required coursework and successfully passing the comprehensive exam, and it provides the candidate with the opportunity to develop and refine the dissertation. Following the Dissertation Seminar, the candidate registers for Dissertation Progression. After Dissertation Progression, candidates will enroll in Dissertation Completion until they have completed their successful oral defense.

Program of Study

Theory Core (15 credits)		
N 6000	Hallmarks of Scholarly Inquiry	3
N 6010	Ethics: The Foundation of Leadership	3
N 6020	Nursing Concept Analysis through the Humanities	3
N 6030	Scholarship of Health Care Policy and Organizations	3
N 6040	Philosophical Evolution of Nursing Knowledge	3
Research Core (18 Credits)		
N 6050	Qualitative Research Methods	3
N 6060	Quantitative Research Methods	3
N 6070	Advanced Quantitative Analysis	3
N 6080	Advanced Qualitative Analysis	3
N 6090	Analysis Primer: Foundational Statistics	1
N 6092/3/4	Research Residency	2
N 6100	Hallmarks of Scholarly Design and Implications	3
Leadership and Education Core (6 Credits)		
N 6400	Leadership Innovations and Interventions	3
N 6500	Nursing Education: Principles, Dynamics, and Innovations	3
Cognates (3 Credits)		
<p><i>Cognates are offered in nursing leadership, education, and research. Refer to this handbook's Nursing Doctoral Course Descriptions section for a description of each cognate course. Most cognates may be taken in any combination or sequence. Cognate offerings will vary and are subject to enrollment. Requests to take classes in other disciplines or those offered at other universities must be related to dissertation research and approved by the Director of the PhD in Nursing Program.</i></p>		
Dissertation (9 Credits)		
N 7000	Dissertation Seminar	3
N 7010/7015	Dissertation Progression	6 total
Total Course Credits		45
Total Program Credits (includes Dissertation Progression)		51

Program Progression Plan as of 2024 (subject to change)

YEAR ONE		
<u>FALL SEMESTER</u>		
N 6010 Ethics: Foundation of Leadership		3cr
N 6020 Nursing Concept Analysis		3cr
<u>SPRING SEMESTER</u>		
N 6000 Hallmarks of Scholarly Inquiry		3cr
N 6030 Scholarship of Health Care		3cr

YEAR TWO		
<u>SUMMER SESSION</u>		
N 6090 Analysis Primer (summer required)		1cr
Research Residency and/or Cognate* (summer or semester option)		1-3cr
<u>FALL SEMESTER</u>		
N 6060 Quantitative Research Methods		3cr
N 6040 Philosophical Evolution of Nursing		3cr
<u>SPRING SEMESTER</u>		
N 6050 Qualitative Research Methods		3cr
N 6070 Advanced Quantitative Analysis		3cr

YEAR THREE		
<u>SUMMER SESSION</u>		
Research Residency and/or Cognate* (summer or semester option)		1-3cr
<u>FALL SEMESTER</u>		
N 6400 Leadership in Innovations and Interventions		3cr
N 6080 Advanced Qualitative Analysis		3cr
<u>WINTER INTERSESSION</u>		
<i>Comprehensive Exam: Successful completion advances to Candidacy</i>		
<u>SPRING SEMESTER</u>		
N 6500 Nursing Education		3cr
N 6100 Hallmarks of Scholarly Design		3cr

YEAR FOUR		
<u>SUMMER SESSION</u>		
Cognate* (summer or semester option)		1-3cr
N 7000 Dissertation Seminar (summer or semester option)		3cr
<u>FALL SEMESTER</u>		
N 7000 Dissertation Seminar (if not taken in summer) or N 7010 Dissertation Progression		3cr
<u>SPRING SEMESTER</u>		
N 7010/7015 Dissertation Progression		3/6cr

Program Progression Plan as of 2024 (continued)

- *Research Residency (2 credits total) and Cognate courses (3 credits total) are program requirements and can be taken during the summer session or semester.
- Dissertation Committee selection is expected by the end of N 6100
- Dissertation Proposal Defense is expected by the end of N 7000
- A total of 6 credits of Dissertation Progression is required. This can be taken over two semesters as 3 credits each (7010) or over one semester as 6 credits (7015).
- Candidates are expected to be working independently on their Dissertation Research in N 7010/7015
- Candidates will register for N 7020 if the dissertation is not defended during N 7010/7015.

Research Residency

The Research Residency is an experiential learning activity guided by a School of Nursing faculty member/course instructor in which the student works with a researcher who serves as a preceptor. Flexibility is possible in formulating the research immersion experience in either a 1- or 2-credit experience. One credit is approximately 30 hours of work plus 3 planned seminar meetings. The research residency course allows doctoral students to immerse themselves directly in research activities under the supervision of a research mentor. Relevant research experiences include, but are not limited to, developing research questions and a plan, writing research proposals, preparing and submitting an IRB application, preparing for the conduct of research, conducting human research, data preparation and coding, analyzing data, publishing, disseminating research, and planning for future research.

The Director of the PhD in Nursing Program interviews students planning to enroll in the residency to determine their research goals and objectives, analyze their professional and educational backgrounds and experiences, and identify an appropriate experience.

Students will collaborate with faculty and their preceptor to develop individualized objectives based on the course objectives of the Research Residency. The faculty will confer regularly with the students and the preceptors to plan experiences, monitor performance, and generally serve as a resource to students in the Residency. Students produce a scholarly, analytical paper integrating experience with their personal learning objectives related to the research endeavor.

If the student is involved with a residency that involves a clinical setting, the student must meet the facility's requirements, including the maintenance of professional liability insurance. It is the policy of The Barbara H. Hagan School of Nursing and Health Sciences that at the orientation for each residency, the Universal Precautions for Care of All Patients as outlined by current CDC guidelines for the Prevention of HIV transmission in Health Care Settings be reviewed by the student.

Cognates

Cognates may be taken in any combination or sequence. Offerings vary and may be taken during the semester or summer session. See section “Nursing Doctoral Course Descriptions”. Consult the program office for the schedule.

Education Focused

N 5059 Synthesis of Education and Nursing Practice with Practicum	3cr
N 6501 Nursing Education Practice: Roles, Policies, and Standards	1cr
N 6502 Nursing Education Planning: Assessment and Measurement	1cr
N 6503 Creative Teaching: Strategies and Technology	1cr
N 6504 Research for Academic and Healthcare Leaders in Nursing	3cr

Research Focused

N 6800 Measurement in Research	3cr
N 6801 Analytics I Quantitative Techniques and Applications	1cr
N 6802 Analytics II Qualitative Techniques and Applications	1cr
N 6803 Analytics III Secondary Data Use and Applications	1cr

Leadership Focused

N 6401 Building Executive Leadership	3cr
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Doctoral Comprehensive Examination

The Doctoral Comprehensive Examination aims to determine whether the student meets the minimum criteria for knowledge of nursing science and research methods at the doctoral level. The written examination is designed to test the student's knowledge related to the analysis and synthesis of the curriculum content. The content will include theory, research, and specialized substantive leadership, policy, and ethics knowledge. Students must have completed all the required coursework to sit for the Comprehensive Examination. After successfully passing the Comprehensive Examination, the student is considered eligible for candidacy.

The doctoral comprehensive examination documents a student's scholarly analysis of substantive content within nursing theory, health policy, ethics, leadership, and research. All doctoral students must successfully pass the comprehensive exam to move to doctoral candidacy. Six (6) hours are allotted for completing the examination. A student who has successfully completed the required courses is eligible to take the Doctoral Comprehensive Examination. The exam is typically scheduled during the winter intersession, with re-testing as needed during the summer session.

The procedure for the Comprehensive Examination is as follows:

- During the semester, the student will ordinarily complete all courses before the Comprehensive Examination as per the Program Progression Plan. The examination will be scheduled during the Winter Intersession of Year Three. See the Molloy University Academic Calendar and consult the PhD Program office for the date.
- Members of the Doctoral Comprehensive Examination Committee will grade the examination. The examination will be graded as either "eligible for candidacy" or "not eligible for candidacy" by the committee. If there is no unanimous decision about the grade, the PhD in Nursing Program Director will reconcile differences in evaluations.
- A student may be assessed as "not yet eligible for candidacy" only once. A student receiving a grade of "not yet eligible for candidacy" will meet with the Director of the PhD in Nursing Program, who will provide feedback and guidance to assist the student in preparing for a second administration of the Comprehensive Examination.
- Students who are unsuccessful in passing the comprehensive examination can proceed with current coursework and reapply for the examination after that semester.
- A second grade of "not yet eligible for candidacy" will result in dismissal from the program if the committee agrees that there is no alternative to be able to continue.
- The written comprehensive examination must be successfully passed before a student begins the Nur 7000 Dissertation Seminar. After successfully passing the examination, the student is considered eligible for candidacy.

Students eligible to take the comprehensive examination will be notified before the start of year three. Students may meet as a group with the Director of the PhD in Nursing Program to discuss the Doctoral Comprehensive Examination preparation process. Generally, students are encouraged to prepare for the examination by:

- Critically reviewing, analyzing, and synthesizing the prevalent theory and research supporting required substantive areas of the Doctor of Philosophy Program.
- Prepare using prior course materials and learning experiences, as well as timely reviews of

current literature in the fields that have influenced the evolution of knowledge in the areas studied.

- Conducting individual and small group study activities according to learning style preferences.
- Allocating sufficient time to prepare before the examination.

Each student can expect to receive an emailed notification of the examination outcome (Eligible for Candidacy or Not Eligible for Candidacy) within six (6) weeks after the examination date. Students are responsible for maintaining their Molloy University email account. Should notice not be received at the end of the six weeks, please contact the Director of the PhD in Nursing Program.

Advancement to Candidacy

With the successful completion of the Comprehensive Examination, the student advances to candidacy. They are deemed by faculty to have demonstrated both a breadth and depth of knowledge in the field of study and are qualified to conduct the research necessary for the dissertation. Advancement to candidacy must be achieved at least two (2) semesters before their anticipated graduation. Upon review that the student has fulfilled all criteria, advancement will be granted. The student will then maintain matriculation through the dissertation process. The student will receive written notice when advanced to the Doctoral Candidacy stage of the PhD program.

The Doctoral Dissertation

Each student is required to conduct original, independent research contributing to nursing knowledge development. The doctoral dissertation process begins with admission to the doctoral program, which includes close attention to the student's research interests. Early in the program, the student's Academic Advisor and the student should discuss the student's potential research interest. The Academic Advisor may recommend a faculty member with expertise in the subject matter and qualified to direct the student in dissertation research. Within the first year, the student should meet with such faculty and discuss the relevance and research potential of the student's particular interest. Students are also expected to explore the University faculty profile pages and actively seek out faculty with a shared research interest.

Faculty Members in each course also assist in guiding the student in investigating and selecting a topic for research that conforms to the quality of research by the University and the Barbara H. Hagan School of Nursing and Health Sciences. They do this in a manner consistent with the development of independence, initiative, and excellence on the part of the student. The goal of the Hallmarks Seminars, NUR 6000 Hallmarks of Scholarly Inquiry, and NUR 6100 Hallmarks of Scholarly Design is to have students develop and refine a researchable question that will become the focus of their dissertation. The selection of the Dissertation Committee is expected at the end of N 6100 before enrolling in N 7000.

The candidate will select a Dissertation Chair and members of the Dissertation Committee with the approval of the Director of the PhD in Nursing Program. The Dissertation Committee Membership form must be submitted for signature to the Director of the PhD in Nursing Program.

Responsibilities of Candidates

1. Before selecting and submitting a topic to the committee, the student should thoroughly review all relevant published material.
2. In consultation with the Dissertation Chair, the student is responsible for choosing the methods and techniques used in the investigation.
3. The student is responsible for keeping the Dissertation Chair and Committee advised of the research progress and arranging meetings of the Dissertation Committee when necessary.
4. The student is responsible for conforming to the University and the School of Nursing and Health Sciences regulations regarding the dissertation process and the preparation of the completed dissertation.
5. The student is responsible for writing and editing the dissertation in compliance with the requirements for submitting a final copy to Molloy University and the ProQuest database.

The Dissertation Committee

The Dissertation Committee is comprised of three members: the Dissertation Chair and two members. The Dissertation Chair and one committee member should be faculty members from the School of Nursing & Health Sciences; the dissertation chair is minimally at the rank of Assistant Professor or higher. Adjunct faculty and visiting professors may be members but may not be chairs of dissertation committees. All committee members should hold doctoral degrees unless a significant rationale is presented for a member's particular area of expertise that would benefit the student's research. The Dissertation Chair must be experienced in directing research and have expertise in the dissertation's specialty area and subject matter. The committee members should offer expertise on the research problem, the specific variables under study, and/or the proposed research method.

The composition of the Dissertation Committee is subject to approval by the Director of the PhD in Nursing Program. Eligibility to serve on a doctoral committee is based on research productivity and/or expertise deemed central to the candidate's research area. A curriculum vitae must be submitted to the PhD Program office for a committee member who is not a full-time faculty member of Molloy University.

The Role of the Dissertation Committee

The committee, approved based on expertise relevant to the dissertation research, serves in an advisory capacity to the candidate and assures that the dissertation research and written dissertation are of sufficiently high quality to demonstrate to the scientific community the student's competence as an independent researcher. Members of the Dissertation Committee are evaluators at the student's Final Oral Defense.

The General responsibilities of the committee are 1. to advise and ultimately approve (when appropriate) the dissertation research plans and the written dissertation proposal, including the process of the Proposal Defense; 2. to be available to the student for consultation regarding the research and the dissertation; 3. to read the dissertation, provide feedback, and, when appropriate, designate the dissertation to be defensible; 4. to communicate all Dissertation Committee decisions in writing to the chair, student, and the PhD in Nursing Program Director.

Responsibilities of the Committee Chair

- Serves as the candidate's primary faculty advisor until graduation.
- Hold regularly scheduled meetings with the candidate regarding research and the dissertation. It is recommended that the chair and candidate meet at least once every week or every two weeks while the student works on their proposal and dissertation. Scheduling regular check-in meetings helps keep candidates on track.
- Maintains documentation of meeting progress
- Supports and encourages the candidate's timeline for completion.
- Assists candidate in defining and refining a topic for investigation and general methodology (may have a member as an expert in methodology).
- Advises and ultimately approves (when appropriate) the dissertation research plan.
- Supports the development of the dissertation proposal.

- Advises and ultimately approves (when appropriate) the written dissertation proposal and proposal presentation.
- Chair works with the candidate on the IRB application, and reads and provides feedback on all documents before signing off.
- Supports the development of the dissertation; advises and ultimately approves (when appropriate) the written dissertation and presentation for oral defense.
- Critically reads the written proposal, the dissertation, and all related material. Chair responsibilities include ongoing engagement with the student in which the chair provides: feedback, a close proofread for clarity, completeness, comprehension, and adequately addressing proposal topics. It is suggested that chairs use track changes in order to provide feedback to students.
- Provide regular evaluative and constructive feedback and, when appropriate, designate the proposal and dissertation to be defensible.
- Readies candidates for proposal and dissertation defense presentations
- Presides over the Proposal and Dissertation Defenses and evaluates the candidate's Final Oral Defense.
- Regularly communicates candidate progress and all Dissertation Committee decisions in writing to the PhD in Nursing Program Director.
- Provides ongoing assessment of quality in the candidate's work, assuring that the research and written dissertation are of sufficiently high quality.
- Provides ongoing assessment of the candidate's competence as an independent researcher.

Responsibilities of the Committee Members

- Hold periodic meetings with candidates targeted to a specific area(s) of expertise in relation to the candidate's dissertation research, e.g., expertise in methodology, content, and population.
- Maintains documentation of meeting progress
- Supports and encourages the candidate's timeline for completion.
- Advises candidates, targeting areas of expertise.
- Critically reads the proposal, dissertation, and related material targeted to the member's specific area(s) of expertise. The committee member provides feedback, a close proofread for clarity, completeness, comprehension, and adequately addresses the targeted topics. It is suggested that committee members use track changes in order to provide feedback to students.
- Provides evaluative and constructive feedback and, when appropriate, designates the proposal and dissertation to be defensible.
- Communicates candidate progress to the committee chair.
- Participates in full committee meetings, the Proposal and Dissertation Defenses, and contributes to the evaluation of the candidate's Final Oral Defense.
- Provides ongoing assessment of quality in the candidate's work, targeted to specific area(s) of expertise, assuring that the research and written dissertation are of sufficiently high quality.
- Provides ongoing assessment of the candidate's competence as an independent researcher.

The Dissertation Process

1. Proposal Development

Under the direction of the dissertation chair and in consultation with all committee members, the candidate will develop their research proposal. See the proposal package described below. The Committee guides the structure, format, and expected details. Endorsement of the proposal package by the student's Dissertation Committee is required before a proposal defense is scheduled. The defense of the Dissertation Proposal must be successful before the research is initiated.

The student must contact the Dissertation Committee members to schedule a Proposal Defense meeting time. Committee members should have at least two weeks' notice in advance to arrange a meeting time. Under the direction of the Dissertation Chair and with consultation from the other committee members, a proposal defense date is scheduled through the PhD program office. The expectation is that all members will be present.

Ten days before the proposal defense, the candidate must submit a proposal package to the PhD in Nursing Program office. The proposal package, previously approved by the candidate's committee, contains 1. A draft of the first three (3) chapters of the dissertation (Chapter 1 Introduction, Chapter 2 Review of the Literature, and Chapter 3 Research Method) with references; 2. All recruitment documents (consent forms, invite, flyer, script, as applicable); 3. Demographic questions and all instruments and/or structured interview guides as applicable; 4. Letter(s) of support from the proposed setting; and 5. Names and addresses of the IRBs required for approval.

2. Proposal Defense

The Proposal Defense is a formal process coordinated by the Dissertation Chair with consultation from the other committee members. The candidate prepares a slide deck presentation (max 30 minutes), orally defends the proposal, and answers questions from the committee and the PhD in Nursing Program Director. The document must meet the acceptable standard to be approved by the committee and the Director of the PhD in Nursing program. The proposal's approval signifies that the proposed plan is developed sufficiently to conduct the research to be carried out for the dissertation. The duration of the proposal defense shall not exceed one hour.

The Dissertation Chair presides over the Proposal Defense. In the first segment of the meeting, the candidate presents the merit, soundness, and significance of the dissertation topic and proposed methodology. Questions, comments, and discussion follow this. Inherent in the discussion, there should be recommendations for revisions/changes that will strengthen the quality of the students' research. After a closed session for discussion, the recommendation to approve or revise is recorded. "Approve" indicates that the proposal and supporting materials are accepted unanimously by the committee as submitted or with minor revisions/changes as recommended. "Revise" indicates that substantial changes are required. A revised proposal may be submitted, and the Chair and members will review and approve it. The proposal defense is not repeated unless the entire topic is changed.

3. Human Subjects Review: IRB Submission

The dissertation proposal that the committee has approved must be submitted for approval by the Molloy University Institutional Review Board (IRB) for the protection of human subjects. Following

proposal approval, the candidate will obtain the appropriate IRB forms (see university website and IRBNet) and follow the same procedures that all faculty and/or students follow. The IRB approval letter and other necessary documents from the IRB office will become part of the appendices in the final dissertation.

All Doctoral Dissertations involving human subjects, whether directly or indirectly, must be reviewed by the appropriate Human Subject Review/Institutional Review Board (IRB) at Molloy University and the IRB of any other organization in which the research is conducted. All committee members are included on the Molloy University IRB application and must have current CITI training. The dissertation committee chair guides the candidate through the procedure required to obtain IRB approval in the necessary offices. Institutional Review Board Guidelines must be met, and approval must be received in writing from the Director of the IRB. Agreements regarding the IRB responsible for the research will be executed if multiple IRBs are involved. Any outside Institutional Review Board (IRB) approval and agreements regarding which IRB will be responsible for the study will be solicited with guidance by the Chair. Research cannot begin until consent from all universities and other organizations is obtained and verified in writing.

The action taken on the proposal by the Molloy University Committee for the Protection of Human Research Subjects will be communicated to the candidate by email. The student will complete any required revisions and resubmit them. After the final approval letter is received, copies will be forwarded by the candidate to the Dissertation Committee and the Director of the PhD in Nursing Program. If any agreement on the IRB responsible for the study is executed, copies of the agreement will also be forwarded by the candidate to the Dissertation Committee and the Director of the PhD in Nursing Program. The approval by the Committee for the Protection of Human Research Subjects is limited to one year. If the candidate requires more time to collect or analyze data, an extension should be requested before expiration. This extension request should be forwarded to the Dissertation Chair and the Committee for the Protection of Human Research Subjects.

4. Dissertation Development

The candidate may begin data collection after final approval of the Dissertation Committee and the Institutional Review Boards involved in the study. The procedures that the candidate follows in conducting the research will have been approved by the committee at the Proposal Defense and, pending no changes or any significant modifications, will proceed until the candidate is ready to present the dissertation publicly at the Dissertation Defense (oral defense). Candidates must remain actively enrolled throughout the dissertation process and while completing all degree requirements.

The candidate works independently in conducting the full study in close consultation with their dissertation chair and committee. The chapters are written in accordance with the Molloy University Doctor of Philosophy in Nursing Dissertation Guidelines and Dissertation Template. Referrals to the writing center may be necessary. Professional editorial services may be warranted at the candidate's own expense.

The candidate will advise all committee members and the PhD in Nursing Program Director of their progress. The candidate will complete a dissertation progress report while enrolled in a dissertation course. Regular committee meetings are arranged by the candidate with guidance from the chair. The primary direction of the candidate's work is vested in the Dissertation Chair. However, final approval of the dissertation is the responsibility of all committee members.

The Director must approve any changes in membership of the Dissertation Committee of the PhD in Nursing Program. The Request for Change in Doctoral Dissertation Committee form is used to initiate the approval of a proposed change in membership of the committee is available.

5. Dissertation Defense

Upon completing the dissertation research, the candidate must successfully defend their work. The dissertation defense is a formal oral presentation of the research and inquiry open to all faculty, students, and community as deemed appropriate by the PhD in Nursing Program Director. The dissertation defense is scheduled following the approval of the dissertation by all members of the candidate's Dissertation Committee. The defense may be scheduled once all dissertation committee members agree that the candidate is ready to defend. The candidate must be registered in the program during the semester of the planned defense. Target dates for scheduling an oral defense are April 15th (Spring); July 15th (Summer); and November 15th (Fall).

At least three weeks before the dissertation defense is scheduled, the candidate must provide a final version of the approved dissertation to the PhD Program Office. The final version is a polished, meticulously edited, and correctly formatted dissertation that adheres to the Molloy University Doctor of Philosophy in Nursing Dissertation Guidelines and Template. Additionally, the candidate will provide the PhD office with a brief bio and one (1) page abstract of the dissertation.

Two weeks before the dissertation defense, the PhD in Nursing Program Office shall prepare and distribute an announcement to the Molloy community. The announcement will include an attendance registration link, the title and abstract of the dissertation, and a brief biography of the candidate (as prepared by the candidate). Also, at this time, a copy of the dissertation will be made available to the Molloy community upon request.

All members of the dissertation committee must be present for the oral defense. The duration of the oral defense shall not exceed two hours. The candidates will have approximately 45 minutes to present their dissertation, following which they will respond to questions from their chair, their committee, the Director of the PhD in Nursing Program, and finally, questions from the community. The committee convenes privately to discuss and vote. Each member of the committee has one vote. To pass, the candidate must receive a "pass" vote from all members of the Dissertation Committee and the Director of the PhD in Nursing Program. Although a "pass" has been determined, the committee may recommend amendments be made to the dissertation. Amendments required due to the oral defense should be completed promptly, as they must be applied to the dissertation before the defense documents are signed. Once the committee reviews the amended dissertation, the committee signatures are obtained, and the dissertation is submitted to the Office of Graduate Studies. Signed defense documents become part of the dissertation.

If the candidate has an unsuccessful oral defense, permission must be obtained from the Dissertation Committee and the Director of the PhD in Nursing Program to repeat the oral defense. Two failures constitute failure as a candidate.

6. Submitting to the Office of Graduate Studies

The Office of Graduate Studies must receive the dissertation and signature page at least one week before the end of the semester when the dissertation is defended. If the dissertation cannot be submitted by this deadline, an extension for another semester may be granted. Once returned from the Office of Graduate Studies, the candidate makes additional amendments as needed and arranges for copyright and publication through ProQuest after a final check-in with their dissertation chair.

7. Publication

ProQuest's publication instructions are available through the Molloy University Library and in the PhD in Nursing Program office. The candidate shall arrange copyright ownership of a dissertation prepared by a candidate toward degree requirements through ProQuest with accompanying rules related to access. Candidates must order at least one (1) hardcover bound copy of the dissertation for the PhD in Nursing Program Office. Candidates are responsible for the fee as a condition of their graduation. Additional copies (hard- or soft-cover) may be purchased as their own. Candidates are also required to submit their dissertation to the Molloy University Library for publication in the institutional repository, and they are encouraged to submit dissertation information to Sigma Theta Tau International.

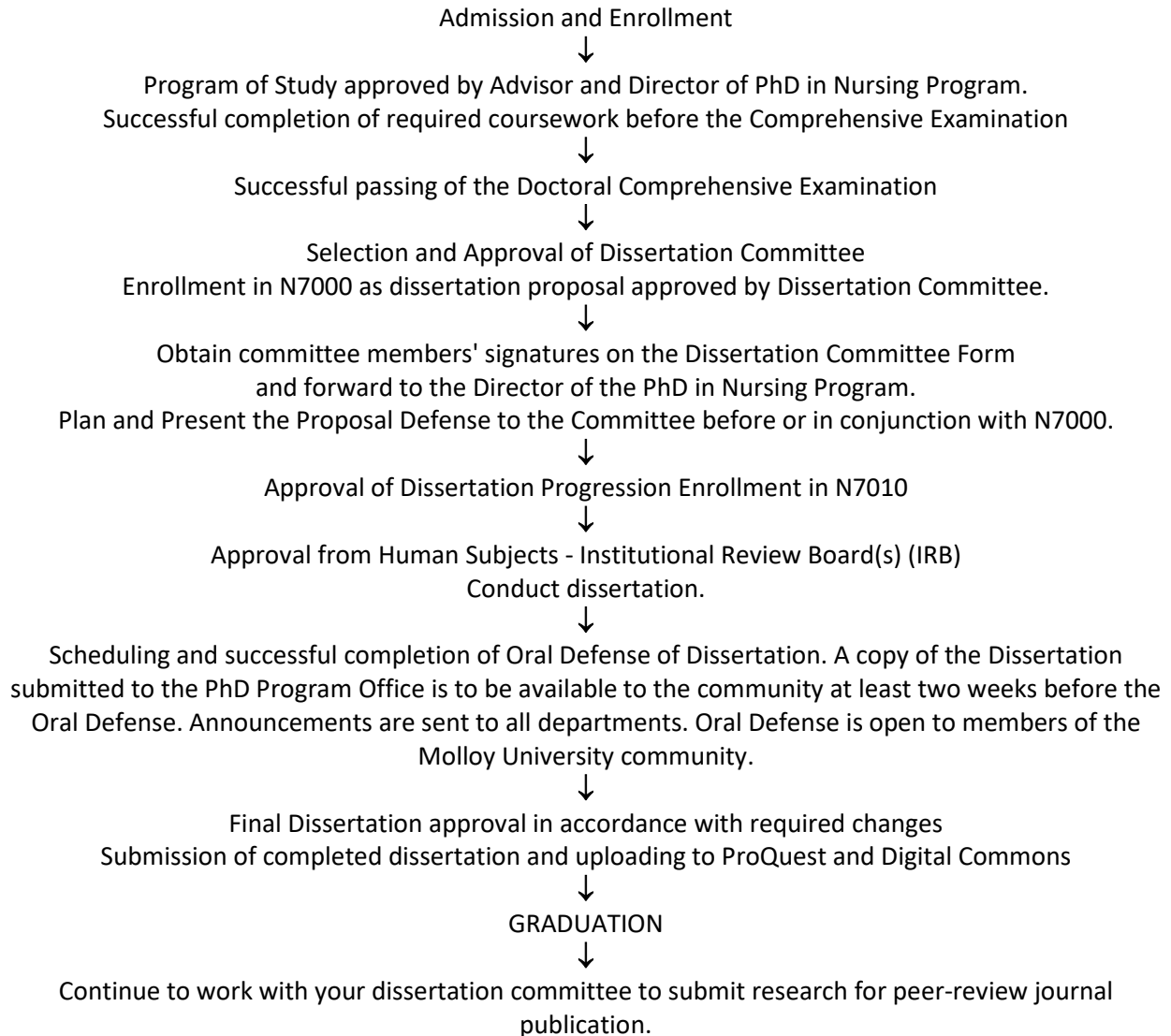
Graduation

The candidate must apply for graduation as per Molloy University policy. This is one semester before their anticipated graduation and before the doctoral candidate expects to finish all degree requirements, including the final oral dissertation defense. The candidate submits a Graduation application to the Registrar. The application forms are obtained from the Office of the Registrar. They must be submitted per graduation policy in the Graduate Catalog by the date in the Academic Calendar.

The Office of Student Affairs manages the commencement celebrations. Special dates are planned for the mass, hooding, and commencement ceremonies. Regardless of the semester the dissertation is defended, all Molloy University PhD in Nursing program graduates during a given academic year will take part in the May commencement celebrations.

Molloy University PhD in Nursing regalia is required to participate in all commencement celebrations. Candidates will be notified by the PhD in Nursing Program office when it's time to order their regalia.

Major Transition Points in PhD Program



Nursing Doctoral Course Descriptions

NUR 6000 HALLMARKS OF SCHOLARLY INQUIRY

This seminar introduces the doctoral student to the scholarly process of dissertation research preparation. The focus includes stewardship, reflection, critique, and creativity. Students develop connections between theory and research with an emphasis on problem identification as well as professional goal trajectory focus. 3 credits. CORE

NUR 6010 ETHICS: THE FOUNDATION OF LEADERSHIP

This course explores traditional and contemporary ethical principles and core nursing values to develop complex analytical skills within students. These skills are needed to address moral issues and dilemmas in health care research and delivery as well as in the arenas of leadership, politics, scholarship, and organizations. Advanced ethical theories and their applications and topics in research ethics are addressed. 3 credits. CORE

NUR 6020 NURSING CONCEPT ANALYSIS THROUGH THE HUMANITIES

An exploration of concept analysis and its development through the humanities is the focus of this course. Certain phenomena are of central concern to the nursing profession: hope, joy, wellness, grief, suffering and vulnerability. These concepts, and others, are analyzed through the mindful study of the humanities: art, music, dance, poetry, and literature. The unique yet integral role of the humanities in uncovering the meaning of the human experience is the central focus. Students investigate phenomena of concern and illuminate them through the study of the humanities. Students develop theoretical connections and philosophical reflections for future theory construction. 3 credits. CORE

NUR 6030 SCHOLARSHIP OF HEALTH CARE ORGANIZATION AND POLICY

Students explore the United States health care system and the organizations and public and corporate policies that shape and influence it as a background for nursing leadership. Students explore theories related to organizations, policy planning, implementation, and evaluation. Complex health issues and their relationship to public policy are analyzed and synthesized with an emphasis on future trends. This course includes combined class and experiential hours developed as an intensive policy experience. Participation in the experiential component may incur additional costs. 3 credits. CORE

NUR 6040 PHILOSOPHICAL EVOLUTION OF NURSING KNOWLEDGE

Elements of philosophy of science are used as a guide to exploration of the evolution of nursing science. Nursing theory construction is examined as a foundation for research. The integration of the roles of praxis, scholarship and stewardship of the profession is investigated, with an emphasis on generation of knowledge. Students evaluate theories that complement nursing, including theories related to development, social learning, behavior change and health promotion. Integrated course content assists students in development of the theoretical basis of the dissertation. 3 credits. CORE

NUR 6050 QUALITATIVE RESEARCH METHODS

This introductory, overview course examines qualitative research methodologies, including ethnography, grounded theory, historiography, and phenomenology, as well as various design aspects of qualitative nursing research. Students study published, qualitative, empirical research in nursing and related disciplines with emphasis on paradigm distinctions, theoretical perspectives, various research approaches, designs and methods, critique of research reports, and ethical issues in qualitative research. Learning experiences include fieldwork exercises in data collection, management and analysis that lead to the development of a modified, qualitative research proposal. 3 credits. CORE

NUR 6060 QUANTITATIVE RESEARCH METHODS

This course examines the foundation of research design and methodology used in scholarly scientific inquiry. Advanced quantitative research designs are critically analyzed, with an emphasis on correspondence between research questions and optimal designs. Applicability of processes of inquiry to future independent endeavors is emphasized. Prerequisite NUR 6090, 3 credits. CORE

NUR 6070 ADVANCED QUANTITATIVE ANALYSIS

This course is designed to build upon the introductory courses in statistics and research. It focuses on multivariate analytic techniques and analysis. Students analyze complex relationships among multiple variables and synthesize factors contributing to an understanding of those relationships, including the application of advanced statistical methods. Students demonstrate the ability to interpret the results of multivariate analysis and apply such statistical analysis in the research process. Prerequisites: NUR 6060. 3 credits. CORE

NUR 6080 ADVANCED QUALITATIVE ANALYSIS

This course explores advanced qualitative data analysis methods, including analysis of field notes and text, using computerized and alternate techniques. Students analyze, critique, and synthesize qualitative data using a variety of contemporary and evolving methods. Analytical strategies are based on relationship to the research design and related to potential dissertation research questions. Prerequisite: NUR 6050. 3 credits. CORE

NUR 6090 ANALYSIS PRIMER: FOUNDATIONAL STATISTICS CONCEPTS AND REVIEW

The application of statistical methods is an essential component of quantitative methods research. This course will provide PhD students with the understanding and practical expertise in applying statistical methods that are widely used in nursing and health research. This course investigates the statistical techniques for nursing and health research. It provides an introduction into design aspects, methods of summarizing and presenting data, estimation of descriptive, correlational, and inferential statistics. 1 credit. CORE

NUR 6092/3/4 RESEARCH RESIDENCY

The research residency course provides an opportunity for doctoral students to immerse themselves directly in research activities under the supervision of (multiple) 2 research mentors. Relevant research experiences include developing a research question and plan, writing a research proposal, preparing an IRB application, preparing for the conduct of research, data coding and preparation, conducting human research, analyzing data, publishing, and disseminating research, and planning for future research. Flexibility is possible in formulating the research immersion experience in either a 2-credit block or in 1 credit per semester experiences. 1-2 credits. The course is Pass/Fail. CORE

NUR 6100 HALLMARKS OF SCHOLARLY DESIGN AND IMPLICATIONS

This seminar continues the process, begun in the Hallmarks of Scholarly Inquiry, of students' deepening connections to their dissertation research with an emphasis on scholarly design and proposal development. The context of the dissertation design and implementation is viewed within the issues pertinent to the nursing profession. Exploration of these issues and their implications aid in the integration of the contribution of the students' doctoral work to the nursing profession. 3 credits CORE

NUR 6400 LEADERSHIP INNOVATIONS AND INTERVENTIONS

Students in this course use analytical frameworks and theories to examine the complex interaction of forces shaping organizations. Elements of leadership such as cultural competence, strategic thinking,

communication, economic planning as well as consensus and coalition building are integrated. Collaborative and trans-disciplinary facets of leadership are explored. Students build on their previous analytical endeavors to formulate organizational or policy goals and objectives, and design, implement and evaluate programs that contribute to health care. Vision and advocacy for quality outcomes are synthesized to contribute new knowledge to the role of nursing in health care. 3 credits CORE

NUR 6401 BUILDING EXECUTIVE LEADERSHIP

This cognate course analyzes the symbiotic relationship between leadership and organizational design, economics, technology, difficult conversations, grant writing, data-driven decision-making, power differences, influence and persuasion, and cultural and generational competencies. The course also focuses on executive leadership roles and responsibilities in complex organizations. Emphasis on systems thinking, shared learning, personal mastery, integrative thinking, and technological innovators. Case studies, team activities, articles, and lived experiences are synthesized to contribute new knowledge to executive leaders' roles and challenges. 45 lecture hours. 3 credits. COGNATE

NUR 6500 NURSING EDUCATION: PRINCIPLES, DYNAMICS, AND INNOVATIONS

Students critically explore the evolution of educational practice in the context of political, philosophical, scientific, and cultural forces. Pedagogical theories are analyzed and synthesized. Contemporary and evolving educational interventions are investigated as students in this course explore and critique the dynamics of higher education. Innovations in education, shifting paradigms, trans-disciplinary interface and the multiplicity of educational roles are explored. Informed by the underlying theoretical framework of situated learning, this experience encourages students to explore complex scholarly leadership within the context of an academic setting, health care organization or policy arena. Students build on previous analytical endeavors as they design, implement, and evaluate programs that contribute to innovations in educational processes. 3 credits. CORE

NUR 6501 NURSING EDUCATION PRACTICE: ROLES, POLICIES, AND STANDARDS

This cognate course provides an overview of the current state of educational practice within higher education in nursing. Transformation of nursing education during this emerging knowledge era is explored through documents providing direction. Students will analyze the expectations for preparation for nursing education both clinically and academically. Foundations for current nursing education standards and accreditation will be analyzed for their utilization by faculty. Transformation of nursing education during this emerging knowledge era is explored through documents providing direction in this arena. Transition to the role of academic instruction and socialization will be explored. 1 credit. COGNATE

NUR 6502 NURSING EDUCATION PLANNING: ASSESSMENT AND MEASUREMENT

This cognate course will explore the theoretical principles of educational assessment, measurement, and evaluation necessary to enhance the teaching needs of doctoral students. Specific content area will include characteristic of a well-developed test; basic statistical techniques in testing; the implementation of test data in the development and analysis of effective test construction; and the discrimination among cognitive, psychomotor, and affective domain related to assessment and evaluation. Students will describe selected issues of assessment in education and identify methods of formulating, analyzing, and interpreting an educational assessment plan. 1 credit. COGNATE

NUR 6503 CREATIVE TEACHING: STRATEGIES AND TECHNOLOGY

This cognate course incorporates foundational concepts and focuses on the development of a repertoire of creative methodologies and effective use of technology for education. Emphasis is placed on

implementation of methods to foster a spirit of inquiry in the adult learner in diverse educational venues including classroom, clinical and distance learning. Specific content areas include the application of teaching-learning theory, the use of technology and the arts in teaching, legal and ethical implications of technology and current research in nursing education. One credit is delivered as 15 lecture hours per semester in a non-traditional format. 1 credit COGNATE

NUR 6504 RESEARCH FOR ACADEMIC AND HEALTHCARE LEADERS IN NURSING

This cognate course focuses on research for academic and organizational nurse leaders in both academia and healthcare to explicate the complex process of knowledge acquisition to address challenges in nursing education and administration. Students will explore topics of interest with the aim of identifying researchable problems and the appropriate scientific methods by which these can be studied. The components of both quantitative and qualitative research designs are reviewed and critically evaluated. Statistical techniques for evaluation of educational data are included. The culminating experience of the course is to explore ideas to expand the research evidence in nursing education or administration through analysis of the existing research. 3 credits. COGNATE

NUR 6800 MEASUREMENT IN RESEARCH

This cognate offers students a foundation in measurement in research for nursing and related disciplines. There will be a broad view of psychometrics which will include survey, observational, biological, and computer-based methods used to operationalize research variables. Additional foci include critical evaluation of pertinent instrument development literature and selection of appropriate existing instruments. Students will have direct experience with instrument development and piloting. 3 credits. COGNATE

NUR 6801 ANALYTICS I: QUANTITATIVE TECHNIQUES AND APPLICATIONS

This cognate course includes survey development (paper, online), entering, coding, and re-coding variables (by hand and in SPSS), entering and cleaning data (SPSS), labeling, sorting, and treating missing data (SPSS), other tools (SurveyMonkey, SNAP, Microsoft EXCEL/ACCESS), research management. 1 credit. COGNATE

NUR 6802 ANALYTICS II: QUALITATIVE TECHNIQUES AND APPLICATIONS

This cognate course includes interview development (structure, settings), capturing narrative data in different settings – i.e., phone, focus group, interviews (recordings, transcriptions, preparation for analysis), manual coding – in vivo (memo – ing, card sorts), managing narrative data with software (Word, Excel, NVivo), electronic coding and sorting (NVivo). 1 credit. COGNATE

NUR 6803 ANALYTICS III: SECONDARY DATA USE AND APPLICATIONS

This cognate course includes understanding the potential and limitations of big data or secondary analysis of existing data, finding, and assessing large data sets for projects, reading and interpreting formats and instructions, downloading existing data and technical issues of compatibility, cleaning, coding, and re-coding, writing scripts for analysis (SPSS), running summary statistics of focus variables (SPSS), interpreting results. 1 credit. COGNATE

NUR 6701/2/3 – INDEPENDENT STUDY

This course is designed to fulfill the cognate requirements if taken to meet the PhD student individualized learning need. It is open to students to pursue advanced focused readings of significant relevance tailored to the student's dissertation area of study. Specified content that is relevant for the dissertation development is mutually defined in learning contract by faculty and student and pursued

over the length of the course. Submission of an Independent Study form required. Approval of the Director of the PhD in Nursing Program required. Can be taken for 1-3 credits.

NUR 6901/2/3 ADVANCED DIRECTED STUDY TOPICS I, II, III

This course can be designed to fulfill the cognate requirements. Open to students to pursue advanced focused readings of significant relevance to the student's dissertation area of study. Literature development, discussion and advanced applications of the study problem, health policy or methods are guided by a member of the faculty in the doctoral or graduate programs. Approval of advisor and the Director of the PhD in Nursing Program required. Can be repeated for up to 3 credits. 1-3 credits

NUR 7000 DISSERTATION SEMINAR

Candidates who have completed the majority of their coursework and attained candidacy attend the Dissertation Seminar. Candidates enrolled in this course are developing their dissertation proposal that will lead to their dissertation research. Dissertation seminar provides a formal, collaborative opportunity, with faculty guidance, to critically examine assumptions, biases, and ideas relating to doctoral work in process. The seminar format exposes the dissertation researcher to a diversity of feedback. Seminar candidates have the opportunity to refine their critiquing skills as they develop and examine their own work. 3 credits. Grading is Pass/Fail. DISSERTATION CORE

NUR 7010/7015 DISSERTATION PROGRESSION

Candidates enrolled in this course are actively conducting research under committee direction that will culminate in the dissertation. Candidates must be engaged with the dissertation committee chair to meet benchmarks relative to course credit throughout the process. Upon completion of credits and until the successful defense of the dissertation, candidates can remain actively enrolled via the continuous enrollment fee to maintain continuous matriculation until completion of all degree requirements. Grading is Pass/Fail. Total 6 credits (Can be taken over two semesters as 3 credits each (7010) or one semester as 6 credits (7015)). DISSERTATION CORE

NUR 7020 DISSERTATION CONTINUATION

Candidates who have completed all required coursework for the program and are in the process of conducting research under committee direction to successfully defend the dissertation can maintain continuous registration and active enrollment in this course. Candidates enroll in this course after Dissertation Progression credits are exhausted. Grading is Pass/Fail. 1 credit as needed until completion.

Quick Reference Comprehensive Exam to Final Defense and Graduation

Completion of the PhD Comprehensive Examination to Proposal Defense:

- ☐ Enroll in N 6100 Hallmarks of Scholarly Design
- ☐ Begin preparing the dissertation proposal draft.
- ☐ Consider the selection of the committee chair and members.
- ☐ Enroll in N 7000 Dissertation Seminar
- ☐ Prepare dissertation timeline.
- ☐ Finalize the selection of committee members.
- ☐ File the Dissertation Committee Membership form
- ☐ Complete Dissertation Proposal
 - ☐ Carefully edit your writing as you go- make appointments with the writing center as needed.
- ☐ Schedule proposal defense at an agreed-upon time with the committee and the Director of the PhD in Nursing Program.
- ☐ Submit the Dissertation Proposal package to the PhD office at least 10 business days before the planned proposal defense date.
- ☐ Prepare a slide presentation for proposal defense.
- ☐ After the proposal defense – the determination to approve or revise is made.

Proposal Defense to Dissertation Defense:

- ☐ Obtain IRB approval(s) from Molloy University and other agencies before beginning the research.
- ☐ Conduct dissertation research.
- ☐ Maintain regular contact with your committee as you write the dissertation. Create a regular schedule for submitting chapters and receiving feedback.
- ☐ Carefully edit your writing as you go- make appointments with the writing center as needed.
- ☐ Apply for graduation according to Molloy University policies in the semester before expected graduation.
- ☐ Order graduation regalia at the start of the semester of expected graduation.

Preparing for Dissertation Defense *At Least Five Weeks in Advance of the planned Dissertation Defense date*

- ☐ Submit the final polished draft of the dissertation to committee members, including the abstract, title pages, and appendices.
- ☐ After two weeks of draft dissertation submission, the candidate obtains approval from each committee member that they have read the entire dissertation and approve going forward to the defense.
- ☐ As soon as the committee approves the dissertation, schedule a defense with committee members and the Director of the PhD in Nursing Program.
- ☐ Send the final polished version of the dissertation, a separate abstract of no more than 300 words, and a brief biography of no more than 200 words to the Director of the PhD in Nursing program. The final draft must adhere to the Doctor of Philosophy in Nursing Dissertation Guidelines. This must be received at least three (3) weeks before the planned defense.
- ☐ Prepare slide presentation for oral defense.
- ☐ After the defense, the Chair will record the recommendation of the dissertation committee and submit the form with signatures to the PhD Program Office. If substantive changes are required, signatures will be obtained after the required changes are made.

Dissertation Defense to Graduation

- ☐ After completing subsequent corrections, finalize the document for upload to ProQuest: Within two weeks of defense and at least one week before the end of the semester, submit the final dissertation to PhD Program Office.
- ☐ With assistance from the PhD office or library, complete all ProQuest instructions, notify the office of graduate studies electronically via ProQuest, and have 1 copy bound and distributed to the PhD Program Office.