

what is RNTAP?

Duke University Health System (DUHS) and the Duke University School of Nursing (DUSON) support the continued education and learning of DUHS registered nurses. A highly educated nursing workforce strengthens the quality of care, clinical outcomes, and translation of nursing research into clinical practice within DUHS.

The Registered Nurse Tuition Assistance Program (RNTAP) provides funding either alone or in combination with the Duke Employee Tuition Assistance Program (DUTAP). For eligible registered nurses, RNTAP contributes up to 90% of tuition for study towards a master's degree, post-master's degree certificate, or doctorate of nursing practice degree at the Duke University School of Nursing.

who is eligible?

RNTAP applicants must meet ALL of the following requirements to qualify:

Have completed one or more years of continuous service as a benefits-eligible employee of DUHS

Be an active status RN (.75 PTE which means 30 hours or more per week) employed by DUHS

Be in good standing with a satisfactory performance record

Be enrolled in the Duke University School of Nursing

frequently asked questions

Program Features

What types of degrees are included?
RNTAP award can be used to attend the Duke University School of Nursing to obtain the following degrees: MSN, Post-Master's Certificate and DNP.

What if I just want to take classes at DUSON without pursuing a degree?
You must be a degree seeking candidate or post-masters certificate candidate to be eligible for RNTAP funds.

Can I use RNTAP to attend another nursing school other than Duke University School of Nursing?
No. RNTAP award can only be used at Duke University School of Nursing.

What happens if I leave Duke, or transfer out of a DUHS eligible position before my three year work commitment ends?
The formula to determine your payback amount is:
(Total RNTAP Awarded minus \$2500) ÷ 2 = amount owed to DUHS
This formula is not prorated. Length of employment is not taken into account. Any employment less than the 3 year time commitment is subject to the pay back penalty.

Is there a cap on how many hours I can take?
RNTAP will provide funds for up to 8 credit hours, each and every semester.

Do I have to maintain a certain GPA to keep my RNTAP award?
Yes. If your grade is below a "C" or "Pass" or you do not complete the course, you will be required to pay the RNTAP funds that were awarded for that specific course or it will be deducted from the following semester's RNTAP award.

Payment

Is RNTAP benefit on a calendar of school year (semester) basis?
RNTAP funds can be awarded EVERY semester you are in school. However, the Duke University Tuition Assistance Program is per calendar year.

Can I use Duke University Tuition Assistance Program and RNTAP funding?
Yes, if you are a nurse with at least 2 years of continuous service, you should qualify for the Duke University Tuition Assistance Program (DUTAP). Duke Tuition Assistance Program funds must be allocated in full before the RNTAP benefit can be accessed. RNTAP will award up to 90% of your tuition costs. Depending on eligibility, that 90% can be entirely RNTAP or a combination of DUTAP and RNTAP.

What do you mean RNTAP is a taxable benefit?
The IRS views the RNTAP benefit as taxable income. This results in a tax of 38.65% before the award is applied to your bursar account.

How much of my tuition will I be responsible for if I am awarded RNTAP?
Since the RNTAP award is subject to taxation (38.65%), the entire RNTAP award will not be posted to your student bursar account. This means you will owe that portion to the bursar for your DUSON tuition charge. Your true expense will include the initial student portion of 10% and the amount deducted for taxes.

How do I find out how much it cost per credit hour to attend DUSON?
Contact DUSON for the current credit hour price.

Eligibility

How does RNTAP define a DUHS employee?
DUHS includes: Duke University Hospital, Durham Regional Hospital, Duke Raleigh Hospital and some PDC clinics. DUHS does not include: University-based employees, School of Nursing, School of Medicine, and most PDC clinics.
Please check with your payroll clerk to determine your employee classification.

I've worked as a DUHS nurse for 18 months. Do I qualify for RNTAP?
Yes. You are eligible for the RNTAP award after one year of continuous service at DUHS as a benefits eligible employee.

Do I have to be a full-time employee to be eligible for RNTAP?
You have to work at least 30 hr/week (.75 PTE) to be eligible for RNTAP.

Work Commitment

When does the 3-year work commitment time frame begin?
The work commitment clock begins as soon as you reach the \$2,500 threshold of RNTAP funds awarded. The clock continues to run while you are in school and working at DUHS.

My degree requires a residency at the end of my program. What will happen to my RNTAP benefit if my residency is in another city?
You must maintain your .75 PTE employee benefits-eligible status to continue receiving RNTAP benefits. If you use PTO time while you are away, then you will maintain your RNTAP benefit. However, if you do not maintain your employment status, you will not receive the benefit.

After I receive my degree I will be a Nurse Practitioner, am I still subject to the work commitment?
Yes, a nurse working in the role of NP qualifies as a "RN working in the health system."

