

**2017-2018 Department of Advanced Practice Nursing
Graduate Outcomes and Program Competencies
Nursing Administration**

Program Goal: Critical Thinker ANCC Competency: System-wide Assessment of Quality and Effectiveness: Nursing Services and Administration, Nursing Practice, and Delivery of Care Student Learning Outcome: A critical thinker who utilizes the intellectually disciplined processes of conceptualizing, applying, analyzing, synthesizing, and evaluating information as a guide for advanced nursing practice.			Operational Definition: Successful completion of APN 671 course learning activities as well as a practicum experience with a nurse leader or manager in the healthcare setting with a satisfactory preceptor evaluation and a grade of "B" or better. Expected Level of Achievement/Decision Rule of Action: 90% of students will achieve operational definition. Outcome: _____ Not Met _____ Met _____ Partially Met			
Process			Implementation			
Knowledge Skill or ability Attitude/Disposition	Documentation Located	Who has Responsibility	Time/ Frequency of Assessment	Assessment Method	Results of Data Collection and Analysis including actual levels of achievement	Actions For program Development, Maintenance, or Revision
1. Synthesizes theoretical frameworks used in the integration of knowledge from related sciences and humanities, clinical knowledge, and nursing sciences as the foundations of advanced nursing practice. 2. Analyzes the significance of advanced nursing knowledge as it relates to selected populations.	Faculty for APN 671	Admin Director/APN Faculty	Annually in November	Student completes a practicum experience and related course activities in nursing administration in the healthcare setting, includes preceptor feedback via student/preceptor/faculty evaluation forms.		Action:

Program Goal: Communicator ANCC Competency: Problem Identification and Decision Analysis Student Learning Outcome: A communicator who utilizes multiple modalities strategically for the optimal transmission of messages and interaction with the intended audience			Operational Definition: Successful completion of APN 667 (Nursing Informatics) community service learning experience with a nurse leader or manager in the healthcare setting with a grade of "B" or better. Expected Level of Achievement/Decision Rule of Action 90% of students will achieve operational definition. Outcome: _____ Not Met _____ Met _____ Partially Met			
Process				Implementation		
Knowledge Skill or ability Attitude/Disposition	Documentation Located	Who has Responsibility	Time/ Frequency of Assessment	Assessment Method	Results of Data Collection and Analysis including actual levels of achievement	Actions For program Development, Maintenance, or Revision
1. Communicates effectively both orally and in writing in a manner that commands professional attention. 2. Uses technology strategically to access, organize, document, and present information	Faculty for APN 667	Admin Director/APN Faculty	Annually in March	Applies appropriate health information technology skills to solve HIT problems in health care institutions by partnering with peers to collaboratively design, implement, and evaluate a service learning project in HIT with a hospital team of executives and managers, and also completes course learning activities (individual and collaborative) in telecommunications, cognitive work analysis, telehealth, and the collection, organization, and presentation of health-related data and information.		Action:

<p>Program Goal: Advanced Provider ANCC Competency: Implement Delivery of Quality Patient Care</p> <p>Student learning Outcome: An Independent provider who is competent to apply evidence-based advanced nursing knowledge including culturally adaptive care, assessment, prescriptive interventions, evaluation, collaboration, and education</p>				<p>Operational Definition: Successful completion of APN 671 course learning activities as well as a practicum experience with a nurse leader or manager in the healthcare setting with a satisfactory preceptor evaluation and a grade of "B" or better.</p> <p>Expected Level of Achievement/Decision Rule of Action: 90% off students will achieve the operational definition.</p> <p>Outcome: _____ Not Met _____ Met _____ Partially Met</p>		
Process				Implementation		
Knowledge Skill or ability Attitude/Disposition	Documentation Located	Who has Responsibility	Time/ Frequency of Assessment	Assessment Method	Results of Data Collection and Analysis including actual levels of achievement	Actions For program Development, Maintenance, or Revision
<p>1. Meets advanced practice competencies for selected populations.</p> <p>2. Provides safe, cost-effective, and culturally adaptive advanced practice nursing for special populations.</p> <p>3. Evaluates outcomes of advanced practice nursing interventions, methods, or strategies.</p> <p>4. Collaborates with others in the implementation of advanced practice nursing.</p> <p>5. Provides expert consultation to others to resolve complex problems related to client-care situations, and/or health</p>	Faculty for APN 671	Admin Director/APN Faculty	Annually in November	Student completes a practicum experience and related course activities in nursing administration in the healthcare setting, includes preceptor feedback via student/preceptor/faculty evaluation forms.		Action:

care delivery systems, and/or education.						
6. Develops, implements, and evaluates educational programs for selected populations.						

Program Goal: Leader ANCC Competencies: System-wide Assessment of Quality and Effectiveness in Nursing Services and Administration, Nursing Practice, and Delivery of Care; Performance Self-Appraisal Student Learning Outcome: A leader who inspires, persuades, and mentors others in the implementation of organizational visions and missions				Operational Definition: Successful completion of a service learning activity in APN 651 which includes the application of a problem solving strategy to cope with a current leadership, human resource and/or relationship management issue in the healthcare setting under the direction of a nursing leader or manager/preceptor with a grade of "B" or better. Expected Level of Achievement/Decision Rule of Action: 90 % of students will meet the operational definition. Outcome: _____ Not Met _____ Met _____ Partially Met		
Process				Implementation		
Knowledge Skill or ability Attitude/Disposition	Documentatio n Located	Who has Responsibility	Time/ Frequency of Assessment	Assessment Method	Results of Data Collection and Analysis including actual levels of achievement	Actions For program Development, Maintenance, or Revision
1. Assumes a leadership role in one or more areas: health care, professional organizations, community, research, and/or education. 2. Interprets the role and functions of the nurse prepared at the master's level to clients, nurses and other health care providers, and policy makers. 3. Works collegially to design, implement, and evaluate programs for performance improvement. 4. Coordinates the implementation of evidence-based practice.	Faculty for APN 651	Admin Director/APN Faculty	Annually in February	Student completes a 15-hour service learning activity which includes the application of a problem solving strategy and plan to cope with a current leadership, human resource and/or relationship management issue in the healthcare setting under the direction of a nursing leader or manager/preceptor, and assessed by preceptor and faculty evaluations.		Action:

Program Goal: Professional ANCC Competencies: Ethical Decision-Making and Practice; Provision of a Professional Environment Student Learning Outcome: A professional who is a role model through adherence to the ethical, legal, and professional standards of the discipline specialty area			Operational Definition: Successful development and presentation of a business plan which includes a budget based on actual data in the healthcare setting in APN 652 with a grade of "B" or better. Expected Level of Achievement/Decision Rule of Action: 90% of students will achieve the operational definition. Outcome: _____ Not Met _____ Met _____ Partially Met			
Process				Implementation		
Knowledge Skill or ability Attitude/Disposition	Documentation Located	Who has Responsibility	Time/Frequency of Assessment	Assessment Method	Results of Data Collection and Analysis including actual levels of achievement	Actions For program Development, Maintenance, or Revision
1. Models professional behavior. 2. Demonstrates accountability for administrative decision making based on ethical and professional standards. 3. Interprets the role functions of expert clinician, educator, researcher, administrator, and consultant facilitates the implementation of these roles in a system/institutional-wide context.	Faculty for APN 652	Admin Director/APN Faculty	Annually in October	Development and presentation of a professional business plan, including a budget, based on actual data as precepted by a nurse executive or manager in the healthcare setting.		Action:

Program Goal: Life-Long Learner ANCC Competency: Outcome Identification and Planning for Continuous Improvement Student Learning Outcome; A life-long learner who incorporates new knowledge related to culture, ecology, economics, politics, science, and technology			Operational Definition: Successful completion of professional budget meeting activity related to financial management during APN 652 with a grade of "B" or better. Expected Level of Achievement/Decision Rule of Action: 90% of students will achieve the operational definition. Outcome: _____ Not Met _____ Met _____ Partially Met			
Process			Implementation			
Knowledge Skill or ability Attitude/Disposition	Documentation Located	Who has Responsibility	Time/ Frequency of Assessment	Assessment Method	Results of Data Collection and Analysis including actual levels of achievement	Actions For program Development, Maintenance, or Revision
1. Assumes responsibility to maintain current knowledge in professional nursing practice by articulating a plan for life-long learning. 2. Promotes excellence in nursing through regular attendance at educational activities designed to expand knowledge and competencies. 3. Seeks and participates in professional and personal growth promoting activities.	Faculty for APN 652	Admin Director/APN Faculty	Annually in October	Attends and reports to the class on a professional or organizational meeting related to financial management in nursing administration.		Action:

Program Goal: Advocate ANCC Competency: Collaboration between Nursing, other Disciplines, the Organization, and Community Student Learning Outcome: An advocate who critiques and develops policies, and participates in activities that promote positive change				Operational Definition: Successful completion of a service learning activity to advocate for, and support nursing leadership in APN 651, which includes the application of a problem solving strategy to cope with a current human resource and/or relationship management issue in the healthcare setting under the direction of a nursing leader or manager/preceptor with a grade of "B" or better. Expected Level of Achievement/Decision Rule of Action: 100% of students will achieve the operational definition. Outcome: _____ Not Met _____ Met _____ Partially Met		
Process				Implementation		
Knowledge Skill or ability Attitude/Disposition	Documentation Located	Who has Responsibility	Time/ Frequency of Assessment	Assessment Method	Results of Data Collection and Analysis including actual levels of achievement	Actions For program Development, Maintenance, or Revision
1. Participates in activities to improve health care practices and policies. 2. Assumes the role of policy developer. 3. Advocates for policy changes that promote health.	Faculty for APN 651	Admin Director/APN Faculty	Annually in February	Student successfully completes a service learning activity in the healthcare setting, related to leadership, human resources, or relationship management, to be assessed by preceptor/student/faculty evaluations and related course activities.		Action:

Program Goal: Coordinator of Community Resources ANCC Competency: Collaboration between Nursing, other Disciplines, the Organization, and Community. Student Learning Outcome: A coordinator who collaborates with agencies and other providers for the most effective utilization of resources				Operational Definition: Successful completion of APN 667 (Nursing Informatics) community service learning experience with a nurse leader or manager in the healthcare setting with a grade of "B" or better. Expected Level of Achievement/Decision Rule of Action: 90% of students in N667 (nursing informatics) will achieve B or better in coursework Outcome: _____ Not Met _____ Met _____ Partially Met		
Process				Implementation		
Knowledge Skill or ability Attitude/Disposition	Documentation Located	Who has Responsibility	Time/ Frequency of Assessment	Assessment Method	Results of Data Collection and Analysis including actual levels of achievement	Actions For program Development, Maintenance, or Revision
1. Coordinates care with others. 2. Refers individuals, families, groups, communities, students, and organizations to appropriate resources. 3. Negotiates services for selected populations.	Faculty for APN 667	Admin Director/APN Faculty	Annually in March	Partners with student peers to collaboratively design, implement, and evaluate a service learning project in HIT with a hospital team of executives and managers in the community based on hospital/community needs.		Action:

Program Goal: Knowledge Contributor ANCC Competency: Facilitate Research and Research Utilization in Delivery of Healthcare Services Student Learning Outcome: A knowledge contributor who synthesizes, designs, conducts, and implements research to bring about changes and make improvements in professional practice				Operational Definition: Successful completion of a culminating project and related course assignments in APN697/698 with a project grade of "B" or better and submission of manuscript to a peer review journal. Expected Level of Achievement/Decision Rule of Action: 90% of the students will achieve the operational definition. Outcome: _____ Not Met _____ Met _____ Partially Met		
Process				Implementation		
Knowledge Skill or ability Attitude/Disposition	Documentation Located	Who has Responsibility	Time/ Frequency of Assessment	Assessment Method	Results of Data Collection and Analysis including actual levels of achievement	Actions For program Development, Maintenance, or Revision
1. Critically appraises published and unpublished nursing research. 2. Contributes to nursing knowledge and evidence-based practice through validation, refinement, and extension of research. 3. Applies, designs, conducts, and implements research to bring about change and make improvements in one's own professional environment.	Faculty for APN 697	Admin Director/APN Faculty	Annually in April	Student completes course assignments and culminating project, including development of an evidence-based manuscript and submission to a peer review journal for possible publication.		Action: