CON Behavioral Outcomes for the MS Program and Components

Role and Leadership

Assume a functional role in advanced practice nursing, nursing administration, or nursing education, and contribute to the health care of the client by assuming leadership in those roles.

Appreciation of:

- The impact of advanced practice roles (teacher, researcher, advocate, clinician, consultant, collaborator, and manager of systems) in nursing practice on the effectiveness of client care.

Knowledge of:

- The diversity of settings and advanced practice roles and their influence on functional role requirements.
- The complexities and requirements of advanced practice roles of teacher, researcher, advocate, clinician, consultant, collaborator, and manager of systems.
- The fiscal accountability associated with advanced practice roles.
- Federal and state legal requirements for advanced practice prescriptive authority.

Implementation by:

- Engaging in negotiation for one's role within the health care (education) system.
- Demonstrating fiscal accountability while performing one's role in advanced practice.
- Assuming the role of advocate to guide consumers and affect necessary changes within the health care system.
- Providing leadership in the health care delivery system.
- Articulation and interpreting the significance of advanced practice roles in promoting effectiveness of client care and improve client outcomes.
- Articulating the differentiation of the varied advanced practice roles to other health professionals, policy makers and consumers.
- Assuming leadership in the identification and designing of functional roles in advanced practice nursing, nursing education, and nursing administration.
- Assume leadership in a functional role in advanced practice nursing, nursing education, or nursing administration, which will promote effectiveness of client care and improve client outcomes.

Theoretical Knowledge
Articulate, synthesize, evaluate, and refine concepts, theories, and knowledge base relevant to the understanding of health, health care delivery, the practice of nursing, and to the improvement of client care.

Appreciation of:

- A variety of theories from nursing and related fields.
- The results of policy research relevant to health care delivery.
- Ethical dilemmas and the ways in which these impact the field of nursing.
- The organization of health care delivery systems, including community and population-based systems.
- The economic implications of health planning, the organization of personnel and resources, the design of payment systems, and the cost effectiveness of service in relation to health care outcomes.
- Legislative and regulatory processes

Knowledge:

- A diverse body of knowledge drawn from a wide variety of sources that are relevant to understanding health, advancing the practice of nursing and improving client care.
  - Nursing theories
  - Theories related to health care delivery systems.
  - Theories of physiology and pathophysiology
  - Theories involving response to illness and treatment modalities (social, psychological, cultural, physiological, spiritual).
  - Pharmacotherapeutics, pharmacokinetics, and pharmacodynamics of broad categories of drugs.
- Ethical decision making methods from both a personal and organizational perspective in order to identify how these two perspectives may create conflicts of interest.

Implementation by:

- Articulating and evaluating major concepts and theories relevant to understanding health, advancing nursing practice, and improving client care.
- Articulating different modes of knowledge development in nursing.
- Application of knowledge and theories appropriate to advancing the practice of nursing, and improving client care.
- Articulating the interaction between regulatory controls and quality improvement within the health care delivery system.

Nursing Practice
Engage in advanced practice roles integrating advanced and new information from a broad spectrum of knowledge, and develop innovative practice approaches to increase the effectiveness of client care.

Appreciation of:

- Comprehensive databases that promote research based nursing practice.
- Epidemiological, social, and environmental data for drawing inferences regarding the health status of client populations (individual, families, communities, nationally and globally)
- The cost-effectiveness of clinical decisions and the need for cost-effective care.
- Current and relevant data needed to answer questions identified in the performance of advanced practice roles.
- Relationship between advanced health/physical assessment findings (including laboratory and diagnostic data) to underlying pathology or physiological change.
- Treatment plans, regimens and modalities on the clients' health and functioning.

Knowledge of:

- Integration of advanced and new knowledge from a wide range of nursing and non-nursing sources into the nursing process.
  - Nursing and non-nursing theories
  - Health care delivery systems
  - Broad based life sciences
  - Cultural diversity, and culturally competent care
  - Law and ethics
  - Advanced pathophysiology
  - Advanced pharmacology

Implementation by:

- Demonstrate sound critical thinking and clinical decision-making in advanced practice roles.
- Provision of health care services in a variety of delivery systems (i.e., acute care, ambulatory setting, managed, and integrated care systems) that are culturally relevant and meet the needs of the population served.
- Application, utilization, and refinement of appropriate theories (nursing and related fields) to provide high quality health care.
- Develop a comprehensive client assessment for application in advanced practice nursing roles.
- Develop, implement, and evaluate comprehensive plans of care incorporating an understanding of the influence of multiple variants (risk, culture, ethnicity, development, life circumstances and gender) on disease, health promotion and disease prevention (individual, family, community) for application in advanced practice nursing roles.
- Deliver culturally competent care in advanced practice nursing roles.
- Generates and refines teaching and counseling strategies to promote and preserve healthy lifestyles in diverse client populations.
Initiate cost-effective choices in the use of health care resources, which promote high quality client outcomes.

Initiates and collaborates with others in the ethical decision-making process.

**Intra- and Interpersonal Relationships**

Communicate effectively and establish collaborative relationships for identifying, investigating, and resolving problems that impact on direct client care and the health care system.

**Appreciation of:**

- Problems that impinge on client care and the overall system of health care which require resolutions through intra/interpersonal relationships.

**Knowledge of:**

- Advanced communication strategies necessary to develop and work in collaborative and interdependent relationships.

**Implementation by:**

- Developing and working in collaborative and interdependent relationships to address and resolve problems of client care and the overall system of health care.
- Fostering a multidisciplinary approach to discuss strategies and identify diverse resources to empower client populations in attaining and maintaining maximum functional wellness.
- Communicate, collaborate and consult with the multicultural work force of health care professionals to improve client care and influence increasing effectiveness of health care process.

**Professional Responsibilities**

Engage in the identification and resolution of professional nursing issues and assume responsibility for identifying, analyzing, and incorporating into practice new developments, and knowledge relevant to advanced practice roles.

**Appreciation of:**

- Areas in which a personal conflict of interest may arise.
- The role of an ethics committee in health care delivery systems.
- Life long learning in continued professional development
- Changes occurring within the health care system
- Importance of participation and leadership in professional organizations
Knowledge of:

- Significant issues that influence the delivery of client care and advanced practice nursing.
- Varying approaches and strategies for possible resolution of significant professional nursing issues that influence client care and advanced practice nursing.

Implementation by:

- Engaging in activities that are oriented to the resolution of significant professional nursing issues, which influence client care and advanced practice nursing.
- Advocating for the nursing profession and actively recruiting potential students into the profession.
- Effecting change within the health care system in order to improve the system, the delivery of health care, and health care outcomes.
- Assuming accountability for the quality of one's own practice.
- Demonstrating ethical behavior in practice and participating in ethical decision-making by serving on or in collaboration with an ethics committee.
- Practicing fiscal accountability through the use of basic principles of fiscal management, budgeting, and health economics.
- Identification, analysis, and incorporation into practice of new developments and knowledge relevant to one's professional role.

Societal Responsibilities

Engage in the identification and resolution of significant health issues at local, regional, national, and global levels incorporating the knowledge of societal, legal, cultural, political, economic, and ethical forces.

Appreciation of:

- Health care issues/concerns at the local, regional, national, and global levels.
- Health issues affected by social, legal, cultural, political, economic, and ethical forces.

Knowledge of:

- Health policy and the political process that influence health, health care, and nursing.
- Strategies from the individual, organizational, and societal levels that can impact on health policy changes.
- Ethical issues in health care as they affect communities, society, and the health professions.

Implementation by:
• Involvement in activities and strategies for the resolution of significant issues, including ethical issues pertinent to health, health care, and nursing at local, regional, national, and global levels.
• Assumption of advocacy for positions that improve health, health care and nursing practice and the articulation of health care issues/concerns to political officials and to health care consumers.
• Taking an active role in influencing regulatory, legislative, and public policy in private and public arenas to promote and preserve healthy communities.
• Interpreting health care research for consumers and policymakers.

Research

Participate in the research process to address clinically relevant questions, promote research translation in practice, and foster a climate that supports critical inquiry in clinical practice.

Appreciation of:

• The creation and maintenance of a climate that supports scholarly inquiry in practice.

Knowledge of:

• Varied research methods, statistics, and the use of computer hardware and software to support the research effort.

Implementation by:

• Promoting of scholarly inquiry in nursing practice.
• Active engagement in the research process to address relevant clinical issues in nursing.
• Engaging in research utilization by searching, analyzing and evaluating new findings and approaches relevant to nursing, and by supporting others in implementing research based practice.
• Utilizing computer hardware, appropriate software, and information systems for the organization, storage, and retrieval of data.
• Effectively communicate multiple facets of the research process, analysis of the process, and implications for incorporation of the knowledge into practice.