

**Program-specific Outcomes Competencies –
(Outcome competencies for all Graduate Programs are based on the foundation of BS level competencies)**

1. Implement ethical, competent nursing practice with individuals, families and communities based on understanding the human experiences of health, illness, healing, and dying.		
BS		
a. Assess plan, implement, and evaluate nursing care with individuals, families, groups, populations, and communities across the life span		
b. Provide nursing care, as a generalist, in a variety of community-based and institutional settings.		
c. Synthesize knowledge from the humanities, natural, and social sciences as the basis for holistic nursing practice.		
MS	DNP	PhD
a. Implement the advanced practice role with a specific population or specialized focus based on advanced scientific knowledge.	a. Demonstrate advanced nursing knowledge and skills in an area of advanced practice based on a contemporary nursing paradigm.	a. Synthesize existing knowledge critically and generate new knowledge regarding experiences of health, illness, healing, and dying and the effect of nursing practice on these human experiences.
b. Provide advanced specialty nursing care, respecting client choice and appreciating the subjective experiences of health, illness, healing, and dying.	b. Implement traditional and complementary advanced caring modalities, respecting client choice and appreciating the subjective experiences of health, illness, healing, and dying.	b. Conduct formal inquiry of the phenomena of human experience and competent nursing practice and relationships between them.
	c. Conduct advanced assessments of individuals, families, groups, communities, populations, organizations, and systems.	
	d. Implement and evaluate nursing care based on current research and other ways of knowing.	

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2. Use technology and information systems to promote health, facilitate appropriate and ethical decision-making, support collaboration, and foster communication.		
BS		
a. Identify, acquire, process, and manage information and technology to support nursing and delivery of health care.		
b. Communicate effectively in written, verbal and electronic format.		
c. Demonstrate an increasing awareness of the ethical implications of using technology in health care.		
MS	DNP	PhD
a. Integrate technology and information systems within an advanced practice role with a specific population or a specialized focus.	a. Manage and interpret complex databases from multiple sources.	a. Interpret salient information from multiple sources (including scientific literature, clinical data, and large databases) to support collaborative decisions.
b. Provide leadership in the use of technology and information systems in the promotion of optimal health for a specific population.	b. Use information systems effectively to implement care management and program development.	b. Critique and build the guidelines for ethical use of information.
c. Critique and analyze the ethical implications of advanced technologies.	c. Provide leadership in identifying appropriate technology and information systems that improve health and facilitate inter-professional collaboration and decision-making.	c. Provide leadership in the design and use of technology and information systems.
	d. Explore and develop virtual models of caring and health practices.	d. Develop knowledge in the ethical implications of and the human response to technology.
	e. Critique and analyze the ethical implications of advanced technologies.	

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3. Promote health and safe environments of local to global populations and communities through the development, implementation, and evaluation of models, programs, and policies.		
BS		
a. Practice nursing care strategies essential to health promotion, disease prevention, safe environments, restorative care and illness management with diverse populations across the life span and the continuum of care.		
b. Plan, conduct, and evaluate health promotion activities and make appropriate referrals for individuals, families and communities.		
c. Advocate public policies that promote social justice in vulnerable communities related to physical environmental hazards and psychosocial environmental risks.		
MS	DNP	PhD
a. Assess existing health and social policies for specific populations to promote awareness of the relationships between social-political-physical environments and health.	a. Integrate and apply complex data from multiple sources in assessing, planning, implementing, and evaluating community health.	a. Synthesize existing knowledge of environmental influences on individuals and communities to inform practice and policy making.
b. Advocate for vulnerable populations and, through collaboration, mobilize necessary changes in existing policies to promote the health and wellness of specific populations.	b. Critique and promote policy development related to communities through community-responsive health promotion.	b. Conduct systematic inquiry to provide knowledge for practice and social policy related to communities and environments.

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4. Manage care ethically with individuals, families, and populations to achieve quality, cost-effective outcomes.		
BS		
a. Manage nursing care in partnership with clients through coordination, delegation, consultation, and referral.		
b. Demonstrate accountability for ethical, quality, and cost-effective care.		
MS	DNP	PhD
a. Assume a leadership role in managing care for specific populations while maintaining sensitivity to potential ethical/legal dilemmas.	a. Use knowledge of ethics, economics and health care finance, leadership and management for comprehensive care of clients.	a. Synthesize existing knowledge and available data about the delivery of quality, cost-effective and ethical health care.
b. Manage quality and cost-effective outcomes related to advanced practice with specific population or specialized focus.	b. Manage and evaluate the complex health care needs of individuals, families, communities and organizations to provide quality and cost-effective outcomes.	b. Conduct systematic inquiry of care management to achieve quality, cost-effective and ethical outcomes of health care.
c. Direct the care/case management across the continuum for a specific population.	c. Develop skills in systems assessment for the purposes of developing population-focused programs that address health care needs.	c. Provide leadership in the design and evaluation of care delivery systems.

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5. Advocate for social justice initiatives that enhance access, quality, and socio-cultural acceptability of health care for all.		
BS		
a. Express informed positions on professional issues and trends, opportunities for advocacy, and strategies for social and political action for health and well being of society.		
b. Act as a socially responsible citizen to advocate for social and political action that improves health care for all and facilitates access to care for vulnerable and under-served populations.		
MS	DNP	PhD
a. Provide leadership for social justice initiatives for vulnerable and under-served populations.	a. Participate in the design and implementation of health care programs that increase access and deliver culturally competent care.	a. Critique and develop social policy to promote an accessible, equitable, acceptable, and culturally competent health care system.
b. Design programs for and with specific populations to promote access to culturally competent, quality care.	b. Advocate for policy that improves the health of vulnerable and under-served populations.	b. Shape the policy for specific populations based on theoretical and philosophical perspectives and systematic analysis of data.

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6. Provide leadership in the delivery and management of health care for diverse populations and environments across the continuum of care.		
BS		
a. Promote effective working relationships with diverse clients, health care providers, and other stakeholders.		
b. Collaborate with inter-professional teams in community-based and institutional settings.		
c. Provide culturally competent care.		
MS	DNP	PhD
a. Design, deliver, and manage health care of specific populations incorporating a multicultural perspective.	a. Design and evaluate innovative health care programs in collaboration with diverse clients, health providers, and other stakeholders.	a. Critique and integrate existing systems theories for policy development and application in diverse populations and environments.
b. Model culturally competent care to other health care providers.	b. Develop practice standards based on the analysis of current clinical practice, using ethical and legal frameworks.	b. Conduct systematic inquiry into systems phenomena and health care outcomes.
c. Institute changes in health care systems that facilitate meeting the needs of diverse populations.	c. Lead health care programs that deliver care to diverse populations.	
	d. Model culturally competent care to other health care providers.	

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7. Practice relationship-centered caring based on the human experience of health/illness/healing/dying.		
BS		
a. Implement relationship-centered caring with diverse populations, based on objective data and subjective experiences.		
b. Communicate effectively and respectfully with clients, health care providers, and other stakeholders.		
MS	DNP	PhD
a. Demonstrate relationship-centered caring in advanced practice nursing through advocating for client dignity, uniqueness, and choice.	a. Apply knowledge of the experience of health/illness/healing/dying to the practice of relationship-centered nursing care.	a. Synthesize philosophical and theoretical perspectives to build knowledge and guide practice.
b. Integrate practices that model effective caring and the value of relationships into advanced practice.	b. Use multiple ways of knowing to understand patients' experiences of health/illness/healing/dying.	b. Conduct formal inquiry in human caring and human experiences of health/illness/healing/dying.
	c. Provide leadership, within the interdisciplinary team and the community, for culturally competent relationship-centered care.	
	d. Generate and implement new models of relationship-centered caring practice.	

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8. Practice nursing reflectively, guided by theory, based on best evidence.		
BS		
a. Apply foundational knowledge of theories and models from nursing and related disciplines to guide practice.		
b. Develop a personal philosophy of nursing.		
c. Demonstrate professional judgement and critical thinking in the delivery of health care guided by best evidence.		
MS	DNP	PhD
a. Practice in an advanced role with an explicit philosophic and theoretic framework, using midrange theories and sources of evidence to inform decisions.	a. Generate innovative solutions to existing and emerging dilemmas in the delivery of health care.	a. Contribute to the re-visioning of evidence-based health care.
b. Generate innovative solutions to existing and emerging dilemmas in advanced practice with specific populations.	b. Evaluate practice using theoretical and evidence-based knowledge to improve health and health care.	b. Lead efforts to interpret theory and research findings for systematic application in nursing and health care.
	c. Practice nursing with advanced knowledge in the theory and evidential base of the practice-inquiry focus.	
	d. Evaluate the relationship between theory-guided, caring interventions and patient outcomes.	

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9. Participate in generating and testing knowledge regarding nursing science, nursing practice, and health care delivery.		
BS		
a. Evaluate nursing research to inform nursing practice.		
b. Integrate research findings to inform and improve nursing practice.		
c. Identify researchable clinical problems.		
MS	DNP	PhD
a. Identify questions appropriate for knowledge development in nursing.	a. Critique and integrate research to provide best evidence for practice.	a. Conduct systematic inquiry to build knowledge of nursing, health care, and reflective care practices.
b. Collaborate with others in all phases of the research process to generate nursing knowledge and inform nursing practice.	b. Conduct program evaluation to assess outcomes.	b. Use broad range of methodological approaches to generate and test nursing knowledge.
c. Evaluate nursing research critically to inform advanced practice.	c. Design, implement and disseminate the results of a research project in one practice-inquiry focus.	c. Critique and refine the ethical conduct of nursing inquiry.

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10. Engage in professional stewardship to improve interdisciplinary collaboration and nursing practice, education, research, and health care delivery.		
BS		
a. Engage in activities that contribute to self-development and the profession of nursing.		
b. Model the professional nursing role in the interdisciplinary health care team.		
c. Participate actively in practice settings and professional organizations to foster improvements in nursing practice, nursing education, client care, and the health care delivery system.		
MS	DNP	PhD
a. Obtain appropriate national certification in advanced practice specialty area and maintain certification throughout one's career.	a. Provide leadership and mentoring in health care delivery.	a. Build knowledge for the profession through ongoing program of research.
b. Assume leadership in practice settings and professional organizations to foster improvements in advanced nursing practice, nursing education, client care, and the health care delivery system.	b. Share relevant knowledge related to nursing practice and evaluation activities with clients, nurses and other health professionals through professional writing and presentations.	b. Provide leadership in nursing and health care organizations.
c. Share relevant knowledge related to advanced practice specialty with clients, nurses and other health care professionals.	c. Participate actively in practice settings and professional organizations to foster improvements that advance nursing practice, nursing education, client care, and the health care delivery system.	c. Guide the ongoing development of the profession.
	d. Engage in interdisciplinary collaboration to improve individual, family and population-based health care outcomes.	
	e. Integrate interdisciplinary knowledge within nursing practice.	

The DNP competencies were Adapted and revised (7/10/05) From the PROPOSAL to the University of Colorado Board of Regents For Conversion of the Program Leading to the Degree of Doctor of Nursing (N.D.) To a Program Leading to the Degree of Doctor of Nursing Practice (D.N.P.). University of Colorado at Denver and Health Sciences Center, College of Nursing
December 29, 2004

Revisions Approved by General Faculty on 2/27/06
Re-ratified by General Faculty on 6/23/08

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