

Appendix A

College of Nursing Program Outcomes

Outcome	Undergraduate-BS	Graduate-MS	Graduate-PhD
1. Role and Leadership	Assume professional nursing roles in a variety of supervised settings and move toward increasing independence 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.	Assume a leadership role in developing, testing, and advancing nursing knowledge for clinical practice.
2. Theoretical Knowledge	Demonstrate basic conceptual knowledge of nursing theories, theories of practice, and those theories derived from the biophysical and psychosocial sciences.	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.	Refine and generate theoretical knowledge regarding nursing phenomena through the integration of general and specific bodies of knowledge in order to expand the knowledge of the discipline.
3. Nursing Practice	Provide direct care to patients, families, and groups skillfully assessing health needs, identifying problems, formulating expected outcomes, designing and implementing interventions, and evaluating their effectiveness.	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.	Critically examine current nursing practice and develop systematic knowledge to improve practice.

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4. Intra- and Interpersonal Relationships	Communicate effectively and work collaboratively with clients, health professionals, and other colleagues in the provision of needed health services.	Communicate effectively and establish collaborative relationships for identifying, investigating, and resolving problems that impact on direct client care and the health care system.	Engage in collaborative relationships for knowledge development related to improving practice.
5. Professional Responsibilities	Demonstrate ethical and professional behaviors, and engage in the process of life-long learning.	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.	Assume responsibility for analyzing and interpreting the impact of knowledge development on the nursing profession, and advocate for ethical conduct in knowledge development.
6. Societal Responsibilities	Maintain an awareness of the impact that legal, cultural, political, economic, and ethical forces have on health and nursing issues locally, nationally, and globally, and participate in society's efforts to make change.	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.	Provide leadership in disseminating nursing knowledge to help shape policy related to societal and health care issues.
7. Research	Appreciate the role of research in the generation of nursing knowledge, use research findings responsibly, and demonstrate a sense of critical inquiry.	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.	Conduct independent and collaborative research contributing to new scientific nursing knowledge using a variety of research methodologies.