

**Weber State University**  
**School of Nursing**  
**MASTER'S OF SCIENCE IN NURSING PROGRAM**  
**ACADEMIC NURSE EDUCATOR**

**MASTER'S OF SCIENCE IN NURSING (MSN) GRADUATE CORE COMPETENCIES**

1. **Communication:** Possess the knowledge and skill required to communicate in both a written and verbal form and present pertinent information in a scholarly manner, using multi-media, to a variety of audiences.
2. **Research:** Possess the knowledge and skill to access current and relevant research data to answer questions that arise in his or her area of practice, utilize new scientific knowledge to initiate change and improve practice, employ information systems, software, and comprehensive databases to retrieve, organize, and store information; and identify a problem, review the research and literature related to the problem, critically analyze the problem and current knowledge, and develop a strategy for the incorporation of the research into the practice setting.
3. **Policy, Organization, and Health Care Financing:** Possess the knowledge and skill to analyze policy research relevant to health care delivery, comprehend and utilize legislative and regulatory processes to ensure quality patient care, understand the interaction between regulatory controls and quality controls within the practice setting, evaluate the local, state and national socioeconomic and health policy issues and trends, make high quality, cost-effective choices in the use of health care and nursing education resources.
4. **Ethics:** Possess the knowledge and skill to identify and analyze common ethical dilemmas and ways in which these dilemmas influence patient care, evaluate ethical decision making from both a personal and organizational perspective, and understand how these two perspectives may create conflicts of interest, and assume accountability for the quality of one's own practice.
5. **Professional Role Development:** Possess the knowledge and skill required to transition into an advanced nursing role, provide leadership in the delivery of health care and/or nursing education, provide leadership in the establishment of collaborative relationships within the clinical and/or academic setting, demonstrate professional assertiveness, engage in professional activities, exert leadership when change is needed within the health care system and/or academic program of study.
6. **Theoretical Foundations of Nursing Practice:** Possess the knowledge and skill to critique and utilize appropriate nursing and non-nursing theory into the practice setting, and employ a variety of theories from nursing and related fields to provide effective and innovative nursing leadership and/or education.
7. **Human Diversity and Social Issues:** Possess the knowledge and skill required to establish a practice and/or educational environment reflective of global awareness, cultural diversity, and population-based sensitivity; and exert leadership in the definition, design, and implementation of practices that demonstrate a respect for the wide diversity of sub-cultural influences on human behavior.

### **ACADEMIC NURSE EDUCATOR CONCENTRATION (TRACK) OUTCOMES**

In addition to the MSN core competencies, the Academic Nurse Educator graduate will possess the following focused competencies:

1. **Facilitate Learning:** Possess the knowledge and skill to create an effective learning environment in the classroom, laboratory, and clinical settings; implement a variety of teaching strategies, ground teaching strategies in education theory and evidence-based practices, recognize multicultural, gender, and experiential influences on teaching and learning; models critical and reflective thinking, is self-aware and effectively communicate ideas in a variety of contexts, utilize information technologies to enhance teaching and learning, and maintain a professional practice knowledge-base to help learners prepare for contemporary nursing practice.
2. **Facilitate Learner Development and Socialization:** Possess the knowledge and skill to facilitate a learning environment that is focused on socialization to the role of the nurse, provides resources to diverse learners to help meet their unique learning styles and needs, engage in effective advisement directed at helping learners meet their professional goals, and model professional behaviors such as involvement in professional organizations, engagement in lifelong learning, professional advocacy, and dissemination of information through publication and presentations.
3. **Evidence-based Assessment and Evaluation Strategies:** Possess the knowledge and skill to implement evidence-based assessment and evaluation strategies appropriate to the learner and the learning goals, use literature resources to develop evidence-based didactic and clinical assessment and evaluation tools, use a variety of assessment and evaluation strategies, and provide timely, constructive, and thoughtful feedback to learners.
4. **Curriculum Design and Evaluation of Program Outcomes:** Possess the knowledge and skill to formulate program outcomes, develop competency statements, write learning objectives, select appropriate learning activities, base curriculum design, and implementation on sound educational principles and theory, revise curriculum based on contemporary societal and health care trends and prepare graduates to function effectively in the health care environment.
5. **Change Agent and Leader:** Possess the knowledge and skill to provide effective leadership in the creation of contemporary nursing education, participate in interdisciplinary efforts to address health care and educational needs of the community, provide leadership in the parent institution, evaluate organizational effectiveness in nursing education, and develop leadership skill to shape and implement planned change.
6. **Continuous Self-evaluation and Role Enhancement:** Possess the knowledge and skill to balance teaching, scholarship and service demands inherent in the academic educator role, improve role effectiveness through feedback from self, peer, student, and administrators; engage in activities that promote one's socialization to the role of academic nurse educator, and possess a commitment to lifelong learning

7. **Engage in Scholarship:** Possess the knowledge and skill to design and implement scholarly activities in an established area of expertise, use literature to design evidence-based teaching and evaluation practices, serve as a teaching resource for a variety of audiences, engage in teaching and learning inquiry, serve as a role model of scholarly integrity, courage, perseverance, vitality, and creativity.
8. **Function within the Educational Environment:** Possess the knowledge and skill to contribute to the educational environment within which they practice, recognize how political, institutional, social, and economic forces impact their role, use historical knowledge and current trends as a basis for educational recommendations, develop collaborative networks to enhance nursing's contribution and influence within the academic community, and advocate for nursing education in the political arena.

*Source:* National League for Nursing Scope and Practice for Academic Nurse Educators