

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

**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.

### **NURSE ADMINISTRATOR CONCENTRATION (TRACK) OUTCOMES**

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

1. **System-wide Assessment of Quality and Effectiveness: Nursing Services and Administration, Nursing Practice, and Delivery of Care:** Possess the knowledge and skill to develop, maintain, and evaluate staff and patient data collection systems and processes, systematically evaluate the quality and effectiveness of nursing practice and nursing services administration, and foster participation and recognition of staff in multiple types of organizational evaluation committees, teams, and task forces.
2. **Performance Self-Appraisal:** Posses the knowledge and skill to evaluate personal performance based on professional practice standards, relevant statues, rules and regulations, and organizational criteria; engage in self-assessment of role accountabilities and identify areas of strength as well as areas for professional practice development, take action to achieve plan for performance improvement.
3. **Professional Knowledge base:** Possess the knowledge and skill to demonstrate current knowledge in the administration of healthcare organizations, advance nursing practice and the provision of quality healthcare services, and engage in lifelong learning and ongoing professional development through such activities as education, certification, and participation in professional organizations.
4. **Problem Identification and Decision Analysis:** Possess the knowledge and skill to empower and support the professional nurse in analysis of assessment data and decision analysis in collaboration with appropriate departments, assist and support staff in development and maintenance of problem identification / analysis competency, and promotes an organizational climate that supports validation of problem identification and decision analysis.
5. **Outcome Identification and Planning for Continuous Improvement:** Possess the knowledge and skill to facilitate participation of registered nurses, other staff members, and patients in interdisciplinary identification of desired outcomes, facilitate registered nurse participation in the monitoring and evaluation of nursing care in accordance with established professional, regulatory, and organizational standards of practice, and foster the establishment and continuous improvement of clinical guidelines, promote integration of clinical, human resource, and financial data to support decision-making.

6. **Implement Delivery of Quality Patient Care:** Possess the knowledge and skill to facilitate staff participation in decision-making regarding the design and improvement of systems and processes to ensure patient interventions are safe, effective, efficient, population-relevant, culturally sensitive, appropriately documented, and implemented by the appropriate personnel.
7. **Provision of a Professional Environment:** Possess the knowledge and skill to create a professional practice environment that fosters excellence in nursing services, create a climate of effective communication, fosters empowered decision-making, accountability, and autonomy in nursing practice for professional nurses; and assure a work environment of mutual respect for the individual and the profession.
8. **Ethical Decision-Making and Practice:** Possess the knowledge and skill to base decisions and actions on ethical principles, advocate on behalf of recipients of service and personnel, adhere to and promote the American Nurse Association (2001) Code of Ethics for Nurses, assure compliance with regulatory and professional standards, assure a process to identify and address ethical issues within nursing and the organization, and foster a nondiscriminatory climate in which care is delivered in a manner sensitive to sociocultural diversity.
9. **Collaboration between Nursing, other Disciplines, the Organization, and Community:** Possess the knowledge and skill to collaborate with nursing staff at all levels, interdisciplinary teams, executive leaders, and other stakeholders; facilitate and model collaboration among disciplines at all levels to develop and foster relationships that support the continuous enhancement of care delivery and patient and employee satisfaction.
10. **Facilitate Research and Research Utilization in Delivery of Healthcare Services:** Possess the knowledge and skill to create an environment that supports and integrates research into nursing and the delivery of healthcare services, promotes the integration of evidence-based practices that enhance effective, efficient, and nurse-sensitive patient outcomes, and facilitates the dissemination of research findings.

*Source:* American Nurses Association Scope and Standards of Nurse Administrators