



United States University

USU Core Competency, ILO, and PLO Alignment

Core Competency	ILO	GE PLO	BSHS PLO	MSHS PLO	BAM PLO	MBA PLO	MAED PLO	RN to BSN PLO	MSN PLO
Written and Oral Communication	1. Communicate clearly and effectively through writing, speaking and using technology.	1. Write and speak fluently and effectively.	1. Employ the language of healthcare effectively in written and oral forms.	1. Utilize effective verbal, nonverbal and written communication skills to inform, educate and empower targeted audiences.	1. Construct and present effective oral and written forms of business communication.	1. Communicate effectively as a business professional to meet organizational goals.	1. Communicate effectively with education constituents.	3. Adapt caring collaborative communication in interacting with patients, families, and the interdisciplinary healthcare team to improve healthcare outcomes.	1. Demonstrate the ability to effectively engage in collaborative intra and inter-disciplinary relationships in the conduct of advanced nursing practice. 2. Demonstrate leadership and effective management strategies for advanced nursing practice in a culture of caring, including proficiency in the use of information technology/technology resources to support practice and to ensure continuity for patient care.
Quantitative Reasoning	2. Apply quantitative reasoning to address complex challenges.	2. Analyze and interpret data in a scientific or social context.	2. Interpret healthcare data delivered in verbal, numeric, or graphical form.	2. Design, conduct and interpret meaningful health science-related research and scholarly activity.	2. Compute and analyze financial and other quantitative data to support business decisions.	2. Analyze financial and other quantitative data in the decision-making process.	2. Interpret quantitative data relating to challenges and barriers in education.	4. Integrate critical inquiry and evidence based thinking to affect excellence in client care outcomes.	6. Utilize the process of scientific inquiry to validate and refine knowledge relevant to improving healthcare outcomes within a dynamic healthcare environment.
Information Literacy	3. Effectively gather, analyze and integrate information from a variety of sources.	3. Access, assess, and use information responsibly.	3. Identify and evaluate a diverse array of health-related information sources.	8. Exhibit technological proficiency in gathering and using information to address issues and take action.	3. Select and use appropriate sources of business information.	3. Evaluate academic and professional sources of business-related data and information	3. Integrate educational research to guide practice and inform policy.	4. Integrate critical inquiry and evidence based thinking to affect excellence in client care outcomes. 6. Use current research findings, evidence based practices and critical thinking skills in promoting the health and welfare of people.	2. Demonstrate leadership and effective management strategies for advanced nursing practice in a culture of caring, including proficiency in the use of information technology/technology resources to support practice and to ensure

									continuity for patient care. 6. Utilize the process of scientific inquiry to validate and refine knowledge relevant to improving healthcare outcomes within a dynamic healthcare environment. 7. Provide leadership in a dynamic healthcare environment with the knowledge to optimize healthcare outcomes and decrease costs within populations.
Critical Thinking	4. Analyze and evaluate information and arguments, interpretations, or hypotheses in order to solve problems or form well-reasoned positions.	4. Identify, analyze, and evaluate arguments and positions.	4. Evaluate ideas and evidence rationally to produce and implement solutions for health-related issues.	3. Engage in inductive and deductive reasoning, analysis and decision-making in a variety of health situations.	4. Evaluate ideas and data to rationally produce and implement solutions for business issues.	4. Evaluate business situations/issues, taking into consideration all strategic factors, to promote innovation, improve performance, and mitigate risk.	4. Deconstruct societal influences on education practice and policy.	4. Integrate critical inquiry and evidence-based thinking to affect excellence in client care outcomes.	3. Synthesize concepts and theories from nursing and related disciplines to develop and integrate new approaches for nursing practice of the whole/healthy human being. 5. Analyze socio-cultural, spiritual, ethical, economic, and political issues to improve healthcare outcomes and decrease healthcare costs. 6. Utilize the process of scientific inquiry to validate and refine knowledge relevant to improving healthcare outcomes within a dynamic healthcare environment.
Ethical Reasoning	5. Demonstrate ethical reasoning and actions to provide leadership as a socially responsible citizen.	5. Apply ethical frameworks in various social and civic contexts.	5. Evaluate ethical issues in healthcare in order to propose effective resolutions.	4. Apply ethical concepts and demonstrate responsible conduct when faced with dilemmas in a real world context.	5. Analyze the ethical and legal obligations and responsibilities of business.	5. Recommend alternative solutions to resolve ethical dilemmas in business.	5. Analyze ethical issues that arise in education practices and institutions.	5. Demonstrate professionalism in accepting accountability and responsibility for personal behavior and ethical practice.	2. Demonstrate leadership and effective management strategies for advanced nursing practice in a culture of caring, including proficiency in the use of information technology/technology resources to support practice and to ensure continuity for patient care. 4. Design and implement advocacy strategies that

									address healthcare policies and issues of social justice and equity in healthcare. 7. Provide leadership in a dynamic healthcare environment with the knowledge to optimize healthcare outcomes and decrease costs within populations. 8. Demonstrate expertise in a culture of caring and engage in critical dialogue with a vision for nursing practice in a selected environment.
Diversity	6. Work effectively across race, ethnicity, culture, religion, gender, and sexual orientation.	6. Explain how social diversity and social identity impact life experiences and social relations.	6. Demonstrate consideration and sensitivity to cultural contexts of patients, their families, and healthcare staff and providers.	5. Propose health intervention strategies responsive to diverse cultural and social values.	6. Promote diverse perspectives to optimize performance in a global business environment	6. Leverage diversity to optimize performance in the global marketplace.	6. Frame professional practice through the lens of diversity and inequity.	2. Apply nursing process to meet the health-promotion, and disease prevention need of global populations.	5. Analyze socio-cultural, spiritual, ethical, economic, and political issues to improve healthcare outcomes and decrease healthcare costs.
Collaboration	7. Work collaboratively as members and leaders of diverse teams.	7. Work effectively with others to achieve mutual goals.	7. Participate effectively in team problem-solving and decision-making in healthcare.	6. Foster positive relationships and collaborate with a variety of target groups (individuals, colleagues, families, local community members, etc.) in order to promote and enhance the health of a community.	7. Work effectively in teams on business projects.	7. Influence group dynamics in pursuit of optimal team decision-making and performance.	7. Collaborate in a community of educational practice.	7. Collaborate with and advocate for consumers and colleagues in the delivery of healthcare services.	1. Demonstrate the ability to effectively engage in collaborative intra and inter-disciplinary relationships in the conduct of advanced nursing practice. 2. Demonstrate leadership and effective management strategies for advanced nursing practice in a culture of caring, including proficiency in the use of information technology/technology resources to support practice and to ensure continuity for patient care. 7. Provide leadership in a dynamic healthcare environment with the knowledge to optimize healthcare outcomes and decrease costs within populations.
Mastery of Knowledge	8. Exhibit mastery of knowledge and skills	8. Demonstrate knowledge of basic	8. Effectively integrate concepts and practices	7. Display a rich and thorough	8. Solve discipline-specific problems	8. Lead organizations using creative and	8. Connect theory and practice to	1. Synthesize theoretical and empirical	8. Demonstrate expertise in a culture of caring and

	within a discipline.	goals, facts, and approaches of a range of disciplines, including sciences, mathematics, social sciences, and the arts and humanities.	in health sciences to achieve healthcare outcomes.	understanding of skills, knowledge, theories, and issues that comprise the discipline.	demonstrating mastery of foundational business knowledge.	innovative strategies and solutions to achieve business objectives.	engage 21st-century learners and professionals.	<p>knowledge derived from the physical and behavioral sciences and humanities as a basis for professional nursing practice.</p> <p>2. Apply nursing process to meet the health-promotion, and disease prevention need of global populations.</p> <p>5. Demonstrate professionalism in accepting accountability and responsibility for personal behavior and ethical practice.</p> <p>8. Analyze the application of innovative patient care technology to improve patient care outcomes with the potential to reduce healthcare costs.</p> <p>9. Assume a leadership and advocacy role in promoting individual and global community health and wellness to improve healthcare outcomes.</p>	engage in critical dialogue with a vision for nursing practice in a selected environment.
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