

MTSU SON Mission, Roles, National Standards and Guidelines and MSN-FNP, MSN-PMHNP, and PMHNP-PMC Outcomes

The mission of the Middle Tennessee State University School of Nursing is to provide excellence in nursing education by preparing individuals to meet the dynamic and complex health care needs of society. Through robust academic programs, the School of Nursing demonstrates its commitment to the art and science of nursing. This mission is exemplified in the preparation of Advanced Practice Registered Nurses in the areas of Family Practice (FNP) and Psychiatric Mental Health (PMH) at MTSU.

The graduate of an FNP program is prepared to care for individuals and families across the lifespan. The FNP role includes preventative healthcare, as well as the assessment, diagnosis, and treatment of acute and chronic illness and preventative health care for individuals and families. Family nurse practitioners demonstrate a commitment to family-centered care and understand the relevance of the family's identified community in the delivery of family-centered care (NONPF, 2013). Graduates of the MTSU FNP program are prepared to sit for national certification as FNPs.

The graduate of a PMHNP program is prepared to care for individuals and families across the lifespan who are at risk for developing and/or having a diagnosis of psychiatric disorders or mental health problems. The PHMNP provides primary mental health care to patients seeking mental health services in a wide range of settings. This includes assessment, diagnosis, and management of mental health and psychiatric disorders (NONPF, 2013). Graduates of the MTSU PMHNP and the PMHNP-PMC are prepared to sit for national certification as PMHNPs.

Specific content and competencies must be addressed as part of your NP education. These areas are interrelated. Additionally, students at MTSU must meet program outcomes that are based on *The Essentials of Master's Education*. The descriptions below provide evidence of the congruence between the curriculum and the Professional Nursing Standards and Guidelines (PNSGs).

The APRN Core - a minimum of three separate comprehensive graduate-level courses: advanced physiology/pathophysiology (across the lifespan), advanced health assessment, and advanced pharmacology (each of these are addressed further in the population-focused competencies).

National Organization of Nurse Practitioner Faculties (NONPF) Competency Areas (Core Competencies)

National Organization of Nurse Practitioner Faculties (NONPF) Population-Focused Competencies (FNP & PMHNP)

MSN Program Outcomes aligned with *MSN Essentials* (see key at the end of the table for *MSN Essentials*)

National Standards and Guidelines/MSN-FNP, MSN-PMHNP, and PMHNP-PMC Outcomes				
NONPF Competency Area	NONPF NP Core Competencies	NONPF FNP Population Focused Competencies - FNP	NONPF FNP Population Focused Competencies - PMHNP	MSN Program Outcomes/MSN Essentials
Scientific Foundation Competencies	1. Critically analyzes data and evidence for improving advanced nursing practice. 2. Integrates knowledge from the humanities and sciences	Only NONPF Core Competencies - No additional NONPF Population Focused Competencies for this Competency Area	Only NONPF Core Competencies - No additional NONPF Population Focused Competencies for this Competency Area	Program Outcome 1: Demonstrate synthesis and application of knowledge from nursing and related disciplines as the basis for clinical judgment and nursing practice to improve care delivery

	<p>within the context of nursing science.</p> <p>3. Translates research and other forms of knowledge to improve practice processes and outcomes.</p> <p>4. Develops new practice approaches based on the integration of research, theory, and practice knowledge.</p>			<p>and health outcomes across populations. (MSN Essential I; Domain 1; NP Core [Scientific Foundations])</p>
Leadership Competencies	<p>1. Assumes complex and advanced leadership roles to initiate and guide change.</p> <p>2. Provides leadership to foster collaboration with multiple stakeholders (e.g. patients, community, integrated health care teams, and policy makers) to improve health care</p> <p>3. Demonstrates leadership that uses critical and reflective thinking.</p> <p>4. Advocates for improved access, quality and cost-effective health care.</p> <p>5. Advances practice through the development and implementation of innovations incorporating principles of change.</p> <p>6. Communicates practice knowledge effectively, both orally and in writing.</p> <p>7. Participates in professional organizations and activities that influence advanced practice nursing and/or health outcomes of a population focus.</p>	<p>1. Works with individuals of other professions to maintain a climate of mutual respect and shared values.</p> <p>2. Engages diverse health care professionals who complement one's own professional expertise, as well as associated resources, to develop strategies to meet specific patient care needs.</p> <p>3. Engages in continuous professional and interprofessional development to enhance team performance.</p> <p>4. Assumes leadership in interprofessional groups to facilitate the development, implementation and evaluation of care provided in complex systems.</p>	<p>1. Participates in community and population-focused programs that promote mental health and prevent or reduce risk of mental health problems and psychiatric disorders.</p> <p>2. Advocates for complex patient and family medicolegal rights and issues.</p> <p>3. Collaborates with interprofessional colleagues about advocacy and policy issues at the local, state, and national related to reducing health disparities and improving clinical outcomes for populations with mental health problems and psychiatric disorders</p>	<p>Program Outcome 2: Apply knowledge of organizational and leadership theories within the systems of healthcare using ethical principles to improve outcomes, manage risks, and provide cost-effective care. (MSN Essential II; Domain 7; NP Core [Leadership])</p> <p>Program Outcome 3: Engage in self-reflection that fosters personal well-being, commitment to lifelong learning, nursing expertise, and leadership. (MSN Essential II; Domain 10; NP Core [Leadership; Independent Practice])</p> <p>Program Outcome 8: Collaborate effectively across professions, with patients and families, and within communities to enhance care, improve outcomes, and reduce costs. (MSN Essential VII; Domain 6; NP Core [Leadership, Health Delivery Systems; Independent Practice])</p> <p>Program Outcome 9: Identify and engage partners at local, community, regional, and global levels to support and improve</p>

				population health outcomes consistent with epidemiologic, genetic, and genomic data to design evidence-based approaches. (MSN Essential VIII; Domain 3; NP Core [Health Delivery Systems, Ethics, Leadership])
Quality Competencies	<ol style="list-style-type: none"> 1. Uses best available evidence to continuously improve quality of clinical practice. 2. Evaluates the relationships among access, cost, quality, and safety and their influence on health care. 3. Evaluates how organizational structure, care processes, financing, marketing and policy decisions impact the quality of health care. 4. Applies skills in peer review to promote a culture of excellence. 5. Anticipates variations in practice and is proactive in implementing interventions to ensure quality. 	Only NONPF Core Competencies - No additional NONPF Population Focused Competencies for this Competency Area	Evaluates the appropriate uses of seclusion and restraints in care processes.	Program Outcome 4: Utilize principles of safety science and quality to improve care delivery, and to create a culture of patient, provider, and workplace safety. (MSN Essential III; Domain 5; NP Core [Quality])
Practice Inquire Competencies	<ol style="list-style-type: none"> 1. Provides leadership in the translation of new knowledge into practice. 2. Generates knowledge from clinical practice to improve practice and patient outcomes. 3. Applies clinical investigative skills to improve health outcomes. 4. Leads practice inquiry, individually or in partnership with others. 5. Disseminates evidence from inquiry to diverse audiences using multiple modalities. 	Only NONPF Core Competencies - No additional NONPF Population Focused Competencies for this Competency Area	Only NONPF Core Competencies - No additional NONPF Population Focused Competencies for this Competency Area	Program Outcome 5: Generate, synthesize, translate, apply, and disseminate knowledge to improve health outcomes, resolve practice problems, and transform health care. (MSN Essential IV; Domain 4; NP Core [Practice Inquiry])

	6. Analyzes clinical guidelines for individualized application into practice.			
Technology and Information Literacy Competencies	<ol style="list-style-type: none"> 1. Integrates appropriate technologies for knowledge management to improve health care. 2. Translates technical and scientific health information appropriate for various users' needs. <ol style="list-style-type: none"> 2.a Assesses the patient's and caregiver's educational needs to provide effective, personalized health care. 2.b. Coaches the patient and caregiver for positive behavioral change. 3. Demonstrates information literacy skills in complex decision making. 4. Contributes to the design of clinical information systems that promote safe, quality and cost-effective care. 5. Uses technology systems that capture data on variables for the evaluation of nursing care. 	Only NONPF Core Competencies - No additional NONPF Population Focused Competencies for this Competency Area	Only NONPF Core Competencies - No additional NONPF Population Focused Competencies for this Competency Area	Program Outcome 6: Use appropriate technologies to enhance health care services and improve health outcomes. (MSN Essential V; Domain 8; NP Core [Technology and Information Literacy])
Policy Competencies	<ol style="list-style-type: none"> 1. Demonstrates an understanding of the interdependence of policy and practice. 2. Advocates for ethical policies that promote access, equity, quality, and cost. 3. Analyzes ethical, legal, and social factors influencing policy development. 4. Contributes in the development of health policy. 	Only NONPF Core Competencies - No additional NONPF Population Focused Competencies for this Competency Area	Employs opportunities to influence health policy to reduce the impact of stigma on services for prevention and treatment of mental health problems and psychiatric disorders.	Program Outcome 7: Develop and promote a professional identity that reflects nursing characteristics, norms, and values while adhering to ethical principles to carry out professional responsibilities. (MSN Essential VI; Domain 9; NP Core [Policy & Ethics])

	<p>5. Analyzes the implications of health policy across disciplines.</p> <p>6. Evaluates the impact of globalization on health care policy development.</p> <p>7. Advocates for policies for safe and health practice environments</p>			
Health Delivery System Competencies	<p>1. Applies knowledge of organizational practices and complex systems to improve health care delivery.</p> <p>2. Effects health care change using broad based skills including negotiating, consensus-building, and partnering.</p> <p>3. Minimizes risk to patients and providers at the individual and systems level.</p> <p>4. Facilitates the development of health care systems that address the needs of culturally diverse populations, providers, and other stakeholders.</p> <p>5. Evaluates the impact of health care delivery on patients, providers, other stakeholders, and the environment.</p> <p>6. Analyzes organizational structure, functions and resources to improve the delivery of care.</p> <p>7. Collaborates in planning for transitions across the continuum of care.</p>	Only NONPF Core Competencies - No additional NONPF Population Focused Competencies for this Competency Area	Only NONPF Core Competencies - No additional NONPF Population Focused Competencies for this Competency Area	<p>Program Outcome 8: Collaborate effectively across professions, with patients and families, and within communities to enhance care, improve outcomes, and reduce costs. (MSN Essential VII; Domain 6; NP Core [Leadership, Health Delivery Systems; Independent Practice])</p> <p>Program Outcome 9: Identify and engage partners at local, community, regional, and global levels to support and improve population health outcomes consistent with epidemiologic, genetic, and genomic data to design evidence-based approaches. (MSN Essential VIII; Domain 3; NP Core [Health Delivery Systems, Ethics, Leadership])</p>
Ethics Competencies	<p>1. Integrates ethical principles in decision making.</p> <p>2. Evaluates the ethical consequences of decisions.</p> <p>3. Applies ethically sound solutions to complex issues</p>	Only NONPF Core Competencies - No additional NONPF Population Focused Competencies for this Competency Area	Only NONPF Core Competencies - No additional NONPF Population Focused Competencies for this Competency Area	Program Outcome 7: Develop and promote a professional identity that reflects nursing characteristics, norms, and values while adhering to ethical principles to carry out professional responsibilities. (MSN

	related to individuals, populations and systems of care.			Essential VI; Domain 9; NP Core [Policy & Ethics] Program Outcome 9: Identify and engage partners at local, community, regional, and global levels to support and improve population health outcomes consistent with epidemiologic, genetic, and genomic data to design evidence-based approaches. (MSN Essential VIII; Domain 3; NP Core [Health Delivery Systems, Ethics, Leadership])
Independent Practice Competencies	<ol style="list-style-type: none"> 1. Functions as a licensed independent practitioner. 2. Demonstrates the highest level of accountability for professional practice. 3. Practices independently managing previously diagnosed and undiagnosed patients. 3.a Provides the full spectrum of health care services to include health promotion, disease prevention, health protection, anticipatory guidance, counseling, disease management, palliative, and end-of-life care. 3.b Uses advanced health assessment skills to differentiate between normal, variations of normal and abnormal findings. 3.c Employs screening and diagnostic strategies in the development of diagnoses. 3.d Prescribes medications within scope of practice. 	<ol style="list-style-type: none"> 1. Obtains and accurately documents a relevant health history for patients of all ages and in all phases of the individual and family life cycle using collateral information, as needed. 2. Performs and accurately documents appropriate comprehensive or symptom-focused physical examinations on patients of all ages (including developmental and behavioral screening, physical exam and mental health evaluations). 3. Identifies health and psychosocial risk factors of patients of all ages and families in all stages of the family life cycle. 4. Identifies and plans interventions to promote health with families at risk. 5. Assesses the impact of an acute and/or chronic illness or common injuries on the family as a whole. 6. Distinguishes between normal and abnormal change across the lifespan. 	<ol style="list-style-type: none"> 1. Develops an age-appropriate treatment plan for mental health problems and psychiatric disorders based on biopsychosocial theories, evidence-based standards of care, and practice guidelines. 2. Includes differential diagnosis for mental health problems and psychiatric disorders. 3. Assess impact of acute and chronic medical problems on psychiatric treatment. 4. Conducts individual and group psychotherapy. 5. Applies supportive, psychodynamic principles, cognitive-behavioral and other evidence based psychotherapy/-ies to both brief and long term individual practice. 6. Applies recovery oriented principles and trauma focused care to individuals. 	<p>Program Outcome 3: Engage in self-reflection that fosters personal well-being, commitment to lifelong learning, nursing expertise, and leadership. (MSN Essential II; Domain 10; NP Core [Leadership; Independent Practice])</p> <p>Program Outcome 8: Collaborate effectively across professions, with patients and families, and within communities to enhance care, improve outcomes, and reduce costs. (MSN Essential VII; Domain 6; NP Core [Leadership, Health Delivery Systems; Independent Practice])</p> <p>Program Outcome 10: Provide person-centered evidence-based holistic care through continuous evaluation of interventions to improve care delivery and health care outcomes. (MSN Essential IX; II; Domain 2; NP Core [Independent Practice])</p>

	<p>3.e Manages the health/illness status of patients and families over time.</p> <p>4. Provides patient-centered care recognizing cultural diversity and the patient or designee as a full partner in decision-making.</p> <p>4.a Works to establish a relationship with the patient characterized by mutual respect, empathy, and collaboration.</p> <p>4.b Creates a climate of patient-centered care to include confidentiality, privacy, comfort, emotional support, mutual trust, and respect.</p> <p>4.c Incorporates the patient's cultural and spiritual preferences, values, and beliefs into health care.</p> <p>4.d Preserves the patient's control over decision making by negotiating a mutually acceptable plan of care.</p> <p>4.e Develops strategies to prevent one's own personal biases from interfering with delivery of quality care.</p> <p>4.f Addresses cultural, spiritual, and ethnic influences that potentially create conflict among individuals, families, staff and caregivers</p> <p>5. Educates professional and lay caregivers to provide culturally and spiritually sensitive, appropriate care.</p> <p>6. Collaborates with both professional and other caregivers to achieve optimal care outcomes.</p>	<p>7. Assesses decision-making ability and consults and refers, appropriately.</p> <p>8. Synthesizes data from a variety of sources to make clinical decisions regarding appropriate management, consultation, or referral.</p> <p>9. Plans diagnostic strategies and makes appropriate use of diagnostic tools for screening and prevention, with consideration of the costs, risks, and benefits to individuals.</p> <p>10. Formulates comprehensive differential diagnoses.</p> <p>11. Manages common acute and chronic physical and mental illnesses, including acute exacerbations and injuries across the lifespan to minimize the development of complications, and promote function and quality of living.</p> <p>12. Prescribes medications with knowledge of altered pharmacodynamics and pharmacokinetics with special populations, such as infants and children, pregnant and lactating women, and older adults.</p> <p>13. Prescribes therapeutic devices.</p> <p>14. Adapts interventions to meet the complex needs of individuals and families arising from aging, developmental/life transitions, co-morbidities, psychosocial, and financial issues.</p> <p>15. Assesses and promotes self-care in patients with disabilities.</p> <p>16. Plans and orders palliative care and end-of-life care, as appropriate.</p>	<p>7. Demonstrates best practices of family approaches to care.</p> <p>8. Plans care to minimize the development of complications and promote function and quality of life.</p> <p>9. Treats acute and chronic psychiatric disorders and mental health problems.</p> <p>10. Safely prescribes pharmacologic agents for patients with mental health problems and psychiatric disorders.</p> <p>11. Ensures patient safety through the appropriate prescription and management of pharmacologic and non-pharmacologic interventions.</p> <p>12. Explain the risks and benefits of treatment to the patient and their family.</p> <p>13. Identifies the role of PMHNP in risk-mitigation strategies in the areas of opiate use and substance abuse clients.</p> <p>14. Seeks consultation when appropriate to enhance one's own practice.</p> <p>15. Uses self-reflective practice to improve care.</p> <p>16. Provides consultation to health care providers and others to enhance quality and cost-effective services.</p> <p>17. Guides the patient in evaluating the appropriate use of complementary and alternative therapies.</p>	
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	<p>7. Coordinates transitional care services in and across care settings.</p> <p>8. Participates in the development, use, and evaluation of professional standards and evidence-based care.</p>	<p>17. Performs primary care procedures.</p> <p>18. Uses knowledge of family theories and development stages to individualize care provided to individuals and families.</p> <p>19. Facilitates family decision-making about health.</p> <p>20. Analyzes the impact of aging and age-and disease-related changes in sensory/perceptual function, cognition, confidence with technology, and health literacy and numeracy on the ability and readiness to learn and tailor interventions accordingly.</p> <p>21. Demonstrates knowledge of the similarities and differences in roles of various health professionals providing mental health services, e.g., psychotherapists, psychologist, psychiatric social worker, psychiatrist, and advanced practice psychiatric nurse.</p> <p>22. Evaluates the impact of life transitions on the health/illness status of patients and the impact of health and illness on patients (individuals, families, and communities).</p> <p>23. Applies principles of self-efficacy/empowerment in promoting behavior change.</p> <p>24. Develops patient-appropriate educational materials that address the language and cultural beliefs of the patient.</p> <p>25. Monitors specialized care coordination to enhance effectiveness of outcomes for individuals and families</p>	<p>18. Uses individualized outcome measure to evaluate psychiatric care.</p> <p>19. Manages psychiatric emergencies across all settings.</p> <p>20. Refers patient appropriately.</p> <p>21. Facilitates the transition of patients across levels of care.</p> <p>22. Uses outcomes to evaluate care.</p> <p>23. Attends to the patient-nurse practitioner relationship as a vehicle for therapeutic change.</p> <p>24. Maintains a therapeutic relationship over time with individuals, groups, and families to promote positive clinical outcomes.</p> <p>25. Therapeutically concludes the nursepatient relationship transitioning the patient to other levels of care, when appropriate</p> <p>26. Demonstrates ability to address sexual/physical abuse, substance abuse, sexuality, and spiritual conflict across the lifespan.</p> <p>27. Applies therapeutic relationship strategies based on theories and research evidence to reduce emotional distress, facilitate cognitive and behavioral change, and foster personal growth</p> <p>28. Apply principles of self-efficacy/ empowerment and other self-management theories in promoting</p>	
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			<p>relationship development and behavior change.</p> <p>29. Identifies and maintains professional boundaries to preserve the integrity of the therapeutic process.</p> <p>30. Teaches patients, families and groups about treatment options with respect to developmental, physiological, cognitive, cultural ability and readiness.</p> <p>31. Provides psychoeducation to individuals, families, and groups regarding mental health problems and psychiatric disorders.</p> <p>32. Modifies treatment approaches based on the ability and readiness to learn.</p> <p>33. Considers motivation and readiness to improve self-care and healthy behavior when teaching individuals, families and groups of patients.</p> <p>34. Demonstrates knowledge of appropriate use of seclusion and restraints.</p> <p>35. Documents appropriate use of seclusion and restraints.</p>	
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Key: MSN Essentials

I. Background for Practice from Sciences and Humanities
II. Organizational and Systems Leadership
III. Quality Improvement and Safety
IV. Translating and Integrating Scholarship into Practice
V. Informatics and Healthcare Technologies
VI. Health Policy and Advocacy
VII. Interprofessional Collaboration for Improving Patient and Population Health Outcomes
VIII. Clinical Prevention and Population Health for Improving Health
IX. Master's-Level Nursing Practice

