DAVENPORT UNIVERSITY

2021-22
Program Learning Outcomes:
All Colleges and Credential Levels

- **College of Arts & Sciences**
- **Donald W. Maine College of Business**
- **College of Health Professions**
- **College of Technology**
- **College of Urban Education**

College of Arts & Sciences

Bachelor of Applied Science: Integrative Professional Studies (INT PRO BAS)

- Synthesize the principles of the specialty
- Integrate information from multiple disciplines of study
- Analyze the complexities of diverse environments
- Apply written and verbal communication techniques
- Apply ideas using quantitative tools
- Explain the value of cultural competence

Bachelor of Sciences: Biological Laboratory Science (BIOL LAB BS)

- Apply core concepts from biology with an emphasis on processes at the cellular and molecular levels
- Demonstrate the ability to use a variety of laboratory techniques used in various sciences
- Apply the processes of science progressing from hypothesis formulation and testing, data interpretation, and participating in authentic research experiences
- Analyze primary research literature in the biological sciences

Master of Science in Data Analytics (DATANLYTC MS)

- Conduct data mining projects
- Generate data visualization products
- Build data dashboards and automated reports
- Build predictive and forecasting models
- Conduct cost-benefit analysis of cloud computing services
- Create data warehouse implementation plans

GRADUATE CERTIFICATES:

Data Analytics (DATALTIC GRC)

- Conduct data mining projects
- Build dashboards and automated reports
- Generate data visualization products

Data Mining and Visualization (DATAVIL GRC)

- Conduct data mining projects
- Generate data visualization products along with automated reports

Predictive Analytics and Data Visualization (PREDVIL GRC)

- Build predictive models and use them for forecasting purposes.
- Generate data visualization products along with automated reports

Donald W. Maine College of Business

UNDERGRADUATE STACKABLE CERTIFICATES:

Accounting Skills (ACC SKL CERT)

- Define the role of accounting in business and accounting principles
- Analyze and record business events and financial statements according to Generally Accepted Accounting Principles

Business Principles (BUS PRN CERT)

- Apply key business principles to analyze business problems

Financial Skills (FIN SKL CERT)

- Evaluate the time value of money for investments and capital budgeting decisions
- Evaluate financial statements of a corporation using trend analysis, and industry comparisons

ASSOCIATE OF SCIENCE:

Legal Studies (PARALGL AS)

- Apply accounting principles to inform decision-making in a business setting
- Illustrate the principles of professional business ethics utilized in business decision-making
- Use computer application technologies in the creation of business documents

ASSOCIATE OF BUSINESS ADMINISTRATION:

Accounting (ACCT ABA)

- Describe financial statements according to Generally Accepted Accounting Principles (GAAP)
- Explain the results of a financial statement analysis of a company such that organizational performance and financial condition can be evaluated
- Identify GAAP compliant journal entries

Business Administration (BUS ADM ABA)

- Integrate key business principles for business decision-making
- Develop business communication based on professional standards
- Explain ethical and legal principles that apply to business

Finance (FINANCE ABA)

- Explain how finance knowledge is used to make business decisions.
- Explain the results of a financial statement analysis of a company such that organizational performance and financial condition can be evaluated.
- Interpret financial and investment data and give appropriate investment recommendations

Human Resource Management (HRMG ABA)

- Integrate key business principles for business decision-making
- Develop business communication based on professional standards
- Explain ethical and legal principles that apply to business
- Evaluate organizational needs for the recruitment, staffing, training and development of optimum workforce

BBA/MACC COMBINED DEGREE:

Honors Professional Accountancy (HNR BBA/MACC)

- Prepare financial statements according to Generally Accepted Accounting Principles (GAAP)
- Prepare a financial statement analysis of a company such that organizational performance and financial conditions can be evaluated
- Apply Generally Accepted Accounting Principles (GAAP) to business events involving the key elements of financial reporting such that GAAP compliant journal entries can be completed

BACHELOR OF BUSINESS ADMINISTRATION:

BA Honors Specialty (HNBA)

- Identify a research design method to use management, accounting, finance, and marketing factors to address a business problem and accurately interpret results

Accounting (ACCTG BBA)

- Prepare financial statements according to Generally Accepted Accounting Principles (GAAP)
- Prepare a financial statement analysis of a company such that organizational performance and financial conditions can be evaluated
- Apply Generally Accepted Accounting Principles (GAAP) to business events involving the key elements of financial reporting such that GAAP compliant journal entries can be completed

Internal Auditing Specialty (AIIA)

- Apply forensic accounting knowledge specific to the CIA exam

Management Accounting Specialty (AIMA)

- Apply managerial accounting knowledge specific to the CMA Exam

Professional Accounting Specialty (PFAC)

- Evaluate various advanced accounting transactions, tax law, and information systems controls to support CPA preparation

Accounting Fraud Investigation (ACC FRD BBA)

- Prepare financial statements according to Generally Accepted Accounting Principles (GAAP)
- Conduct a fraud risk assessment
- Analyze fraud risk schemes

Business (BUSN BBA)

- Develop strategies and tactics designed to add stakeholder value and increase sustainable competitive advantage
- Evaluate an organization's primary and support functions and processes to solve business problems

Global Project Management Specialty (CTGT)

- Create a project schedule and resource plan using industry standard tools

Risk Management & Insurance Specialty (RMGI)

- Recommend comprehensive treatment strategy for an assessed risk within the organization

Supply Chain & Logistics Specialty (SCLS)

- Evaluate the efficiency of material flow throughout the supply chain

Finance (FINANCE BBA)

- Apply finance principles to the selection of the various types of securities that can compromise a portfolio
- Conduct statistical analysis to assess returns of various asset classes in order to create less risky portfolios
- Interpret portfolio performance using various measures

Financial Planning Specialty (FFP)

- Apply finance knowledge specific to the CFP Exam

Human Resource Management (HRMG BBA)

- Assess organizational needs in workforce planning, training and development, recruitment and staffing, total rewards and benefits systems, and propose solutions
- Determine the applicable employment and labor laws and regulations that require organizational compliance
- Propose effective employee and labor relations practices
- Discuss the strategic planning process and how each human resource management function contributes to organizational effectiveness

Industrial Production Management (INDP MGT BBA)

- Evaluate material, production and human capital costs to maximize productivity and profit
- Determine the alignment of inventory and production requirements in a manufacturing setting
- Apply scheduling and project management principles to optimize production scheduling
- Utilize manufacturing software systems to enhance manufacturing productivity

Supply Chain & Logistics Specialty (SCLS)

- Evaluate the efficiency of material flow throughout the supply chain

Management (MGMT BBA)

- Integrate key concepts of management to create a business plan

- Develop and prepare an implementation strategy for business communication plans based on professional standards
- Develop business decisions based on distinctions in cultural and operational business practices
- Integrate the principles of planning, leading, organizing, and controlling to improve the organization's performance and sustainability
- Apply management theories and concepts to support the development of organizational culture and people.

Global Project Management Specialty (CTGT)

- Create a project schedule and resource plan using industry standard tools

Risk Management & Insurance Specialty (RMGI)

- Recommend comprehensive treatment strategy for an assessed risk within the organization

Supply Chain & Logistics Specialty (SCLS)

- Evaluate the efficiency of material flow throughout the supply chain

Marketing (MKTG BBA)

- Integrate key marketing principles and concepts to create a marketing plan
- Analyze marketing environments to inform marketing strategies
- Analyze market opportunities to make market segmentation decisions
- Apply knowledge of the global environment in the marketing context
- Demonstrate an understanding of the principles of ethical, legal and cultural dimensions in the marketing context

Digital Marketing & Promotion Specialty

- Create a digital promotion plan for a brand or organization
- Develop performance measures for digital promotion programs

Marketing Technology Specialty

- Design, publish, maintain, and manage an aesthetic and functional multi-page web site using marketing strategies and current, professional web authoring software
- Develop integrated social media strategies to support organizational branding efforts

Sport Management (SPRT MG BBA)

- Evaluate the laws and requirements of sport management governing bodies to develop compliant policies
- Analyze sport management problems and opportunities to inform decision making

- Apply marketing concepts to the sports industry

BACHELOR OF SCIENCE:

Legal Studies (PARALGL BS)

- Create legal documents similar in content and quality to those routinely produced in business and personal legal services
- Integrate the use of technology to facilitate the production of legal documents
- Recommend an ethical course of conduct by determining the appropriate of the Code of Professional Responsibility to ethical dilemmas occurring in business and personal legal services

POST-BACCALAUREATE CERTIFICATES:

Global Project Management (GPROJ MG PBC)

- Create a project schedule and resource plan using industry standard tools

Legal Studies (PARALGL PBC)

- Create legal documents similar in content and quality to those routinely produced in business and personal legal services
- Integrate the use of technology to facilitate the production of legal documents in the area of business and personal legal services
- Recommend an ethical course of conduct by determining the appropriate application of the Code of Professional Responsibility to ethical dilemmas occurring in business and personal legal services

Master of Accountancy (ACCTNCY MACC)

- Generate accounting solutions based on business information obtained from and using current technologies
- Apply legal and ethical standards as they relate to accounting decisions
- Synthesize written and professional communications for accounting stakeholders
- Create accounting business solutions based on analysis of alternative actions
- Evaluate current accounting literature to inform business decisions

Master of Business Administration (BUS MGT MBA)

- Construct a situational analysis in order to develop business strategies and tactics
- Integrate legal, ethical, and socially responsible constructs to make sound business decisions
- Apply interpersonal oral communication with diverse audiences

- Appraise collaborative leadership strategies to manage, influence, and lead in a global environment
- Apply appropriate quantitative and qualitative inquiry methods to solve business problems

Master of Business Administration with Concentrations:

- **Data Mining and Visualization Concentration (BA DMGV MBA)**
  - ➢ Conduct data mining projects
  - ➢ Generate data visualization products along with automated reports
- **Finance Concentration (BA FNAC MBA)**
  - ➢ Apply advanced financial theories, investment policy, financial planning, and international finance as well as current governmental regulations and technology trends to develop appropriate organizational strategies
- **Health Care Management Concentration (BA HLTC MBA)**
  - ➢ Apply statistical, financial and people skills to analyze and solve diverse health care process problems
  - ➢ Integrate theoretical perspectives of health care management to construct practices that enhances organizational effectiveness
- **Human Resource Management Concentration (BA HMRS MBA)**
  - ➢ Propose business strategies and policies consistent with current law and practice as well as identify HR's role in designing and implementing each strategy
  - ➢ Understand the role of HR in balancing the needs of various stakeholders and evaluate each function of human resource management to make strategic decisions consistent with that of the organization's overall goals
- **Leadership Strategies Concentration (BA LSSC MBA)**
  - ➢ Develop implementation strategies for leading an organizational change initiative
  - ➢ Apply sustainability frameworks to business process design
- **Managerial Accounting Concentration (BA MCCT MBA)**
  - ➢ Apply managerial accounting knowledge specific to the CMA Exam
- **Marketing Concentration (BA MARK MBA)**
  - ➢ Create, apply, and evaluate the secondary and primary research necessary to exceed the informational needs of marketing decision-making in each of the five primary strategic marketing areas: segmentation, product, pricing, communication, and distribution
  - ➢ Create strategic marketing plans based on an environmental analysis, including specific cultural and multicultural environmental factors, to achieve stated organizational goals and objectives
- **Predictive Analytics and Data Visualization Concentration (BA PADV MBA)**
  - ➢ Build predictive models and use them for forecasting purposes

> ➢ Generate data visualization products along with automated reports

- **Strategic Management Concentration (MGT CON MBA)**
  - ➢ Create a design and development plan based on an organization's core set of values and ethics
  - ➢ Design tactics and strategies to create an organizational culture of change

Master of Management (MASTER MGMT)

- Apply change management concepts to strategic planning
- Design quality improvement initiatives for business systems and processes
- Develop sustainable business practices using the triple bottom-line approach
- Apply leadership decision making frameworks

GRADUATE CERTIFICATES

- **Accounting and Financial Analysis (ACCT FIN GRC)**
  - ➢ Prepare financial statements according to Generally Accepted Accounting Principles (GAAP)
  - ➢ Perform a financial statement analysis of a company such that organizational performance and financial condition can be evaluated
  - ➢ Apply Generally Accepted Accounting Principles (GAAP) to business events involving the key elements of financial reporting such that GAAP compliant journal entries can be created
- **Business Essentials (BUSN GRC)**
  - ➢ Distinguish various theories and concepts in marketing and management in the business environment
  - ➢ Apply the principles of financial accounting, financial data, as well as financial management to a business decision-making scenario
  - ➢ Apply descriptive and inferential statistical methods, including probabilities of random events in business problem-solving and decision-making situations
- **Data Mining and Visualization (DATAVIL GRC)**
  - ➢ Conduct data mining projects
  - ➢ Generate data visualization products along with automated reports
- **Finance (FINANCE GRC)**
  - ➢ Apply advanced financial theories, investment policy, financial planning, and international finance as well as current governmental regulations and technology trends to develop appropriate organizational strategies
- **Health Care Management (HC MGMT GRC)**
  - ➢ Apply statistical, financial and people skills to analyze and solve diverse health care process problems
  - ➢ Integrate theoretical perspectives of health care management to construct practices that enhances organizational effectiveness

- **Human Resource Management (HR MGMT GRC)**
  - ➢ Propose business strategies and policies consistent with current law and practice as well as identify HR's role in designing and implementing each strategy
  - ➢ Understand the role of HR in balancing the needs of various stakeholders and evaluate each function of human resource management to make strategic decisions consistent with that of the organization's overall goals
- **Leadership Strategies (LEADST GRC)**
  - ➢ Develop implementation strategies for leading an organizational change initiative
  - ➢ Apply sustainability frameworks to business process design
- **Managerial Accounting (MAN ACCT GRC)**
  - ➢ Apply managerial accounting knowledge specific to the CMA Exam
- **Marketing (MARKET GRC)**
  - ➢ Create, apply, and evaluate the secondary and primary research necessary to exceed the informational needs of marketing decision-making in each of the five primary strategic marketing areas: segmentation, product, pricing, communication, and distribution
  - ➢ Create strategic marketing plans based on an environmental analysis, including specific cultural and multicultural environmental factors, to achieve stated organizational goals and objectives
- **Predictive Analytics and Data Visualization (PREDVIL GRC)**
  - ➢ Build predictive models and use them for forecasting purposes
  - ➢ Generate data visualization products along with automated reports
- **Strategic Management (STRATMGT GRC)**
  - ➢ Create a design and development plan based on an organization's core set of values and ethics
  - ➢ Design tactics and strategies to create an organizational culture of change

College of Health Professions

UNDERGRADUATE STACKABLE CERTIFICATES:

Medical Assisting Certificate (MEDASST CERT)

- Communicate verbally and non-verbally with patients, families, and healthcare professionals in various environments utilizing active listening, interviewing, instruction of procedures and patient education, and documentation skills
- Perform clinical procedure and related administrative functions to ensure safe and effective care of patients in the practice setting by applying critical thinking and knowledge of human anatomy and physiology, medical terminology, mathematics, pharmacology, and pathophysiology

- Integrate clinical workflow and business strategies by utilizing critical thinking, effective time management, cultural sensitivity, professionalism, and ethical decision-making in the medical business practice setting using current technology
- Mitigate ethical dilemmas while providing patient care in accordance with local, state, and federal regulations, policies, and laws while upholding patient rights
- Exhibit critical thinking based on knowledge of academic subject matter required for competence in the medical assisting profession including accurately calculating and administering medication dosages, performing laboratory testing and interpreting data for safe and effective patient care
- Incorporate cognitive knowledge in performing the psychomotor and affective domains in the practice of medical assisting, applying quality control measures in following health and safety policies and procedures to prevent illness and injury

Medical Coding and Billing Certificate (MED BC CERT)

- Analyze healthcare revenue management policy and procedures

DIPLOMA:

Practical Nursing Diploma (NURS DIPL)

- Provide care appropriate to the scope of practice and ethical dimensions for one's own action according to the NAPNES Standards of Practice
- Implements prescribed care regimen while utilizing holistic cultural awareness and the nursing process in collaboration with the interdisciplinary health care team
- Identifies and utilizes effective communication skills to interact with patients, families, and the health care team
- Directs aspects of holistic care for patients, families, and communities with health care needs in a variety of settings

ASSOCIATE OF APPLIED SCIENCE:

Health Information Technology (HLT INFO AAS)

- Evaluate data structure, content and information governance
- Manage the healthcare revenue cycle
- Assess the appropriate use of health informatics, health analytics, and health data
- Interpret organizational management and leadership strategies
- Apply health law and compliance methods
- Identify information protection: access, use, privacy, and security

Medical Assisting (MEDA AAS)

- Demonstrate effective communication with patients, families, and healthcare professionals

- Integrate knowledge of human anatomy and physiology, medical terminology, mathematics, pharmacology, and pathophysiology to ensure safe and effective patient care
- Integrate clinical workflow and business strategies in medical office practice
- Evaluate ethical principles in providing patient care and upholding patient rights
- Integrate critical thinking while performing competencies essential in the medical assisting profession
- Apply quality control procedures to promote health and prevent illness and injury

BACHELOR OF SCIENCE:

Health Information Management (HLTH INFO BS)

- Manage data structure, content, and information governance
- Evaluate information protection: access, use, disclosure, privacy, and security
- Determine the appropriate use of health informatics, health analytics, and health data
- Interpret health law and compliance methods
- Evaluate organizational management and leadership strategies utilized in the Health Information Management field
- Engage in healthcare revenue cycle improvement processes

Cancer Tumor Registry Specialty (CNTR)

- Conduct statistical analysis of cancer data to present and report on epidemiology, incidence, quality and cancer survival outcomes
- Analyze healthcare documentation for the purpose of identifying cancer cases
- Apply the principles of oncology coding, staging, and abstraction to maintain a record of surveillance
- Identify Cancer Registry structure, function, and operations, including Cancer Committee, Cancer Conference, and Commission on Cancer

Global Project Management Specialty (GPMG)

- Evaluate organizational management and leadership strategies utilized in the Health Information Management field

Revenue Management Specialty (RVMG)

- Engage in healthcare revenue cycle improvement processes

Health Information Management Completion (HIM COM BS)

- Manage data structure, content, and information governance
- Evaluate information protection: access, use, disclosure, privacy and security

- Determine the appropriate use of health informatics, health analytics, and health data Interpret health law and compliance methods
- Evaluate organizational management and leadership strategies utilized in the Health Information Management field
- Engage in healthcare revenue cycle improvement processes

Health Services Administration (HLTH SRV BS)

- Assess financial and budgetary information utilizing current principles.
- Evaluate policies and procedures to determine organizational compliance with accrediting bodies and government laws and regulations
- Recommend processes and practices related to human resource management and quality performance improvement
- Assess the need to improve healthcare services and access for diverse populations within the community an organization serves
- Apply legal and ethical principles in healthcare administration
- Identify managerial functions related to an organization's operation

Health Information Assurance Specialty (HLAS)

- Assess financial and budgetary information utilizing current principles
- Evaluate policies and procedures to determine organizational compliance with accrediting bodies and government laws and regulations
- Recommend processes and practices related to human resource management and quality performance management
- Assesses the need to improve healthcare services and access for diverse populations within the community an organization serves
- Apply legal and ethical principles in healthcare administration
- Identify managerial functions related to an organization's operations

Human Resource Management Specialty (HHRS)

- Assess financial and budgetary information utilizing current principles
- Evaluate policies and procedures to determine organizational compliance with accrediting bodies and government laws and regulations
- Recommend processes and practices related to human resource management and quality performance management
- Assesses the need to improve healthcare services and access for diverse populations within the community an organization serves
- Apply legal and ethical principles in healthcare administration
- Identify managerial functions related to an organization's operations

Long-Term Care Specialty (LTCS)

- Synthesize knowledge pertaining to long-term care organizations

Project Management Specialty (PTMS)

- Assess financial and budgetary information utilizing current principles
- Evaluate policies and procedures to determine organizational compliance with accrediting bodies and government laws and regulations
- Recommend processes and practices related to human resource management and quality performance management
- Assesses the need to improve healthcare services and access for diverse populations within the community an organization serves
- Apply legal and ethical principles in healthcare administration
- Identify managerial functions related to an organization's operations

Health Services Administration Completion (HSAH COM BS [AAHS])

- Assess financial and budgetary information utilizing current principles
- Evaluate policies and procedures to determine organizational compliance with accrediting bodies and government laws and regulations
- Recommend processes and practices related to human resource management and quality performance management
- Assesses the need to improve healthcare services and access for diverse populations within the community an organization serves
- Apply legal and ethical principles in healthcare administration
- Identify managerial functions related to an organization's operations

Medical Case Management (MED C MGT BS)

- Develop intervention strategies for holistic client care utilizing behavioral concepts
- Integrate professional and ethical principles
- Integrate interdisciplinary healthcare delivery necessary to achieve client goals
- Synthesize case management models, processes, and research methods to measure quality of practice parameters
- Evaluate options for fiscally responsible client-centered care
- Compare and contrast resources that support identifiable community resources to meet client outcomes

Medical Case Management Completion (MCAH COM BS)

- Develop intervention strategies for holistic client care utilizing behavioral concepts
- Integrate professional and ethical principles
- Integrate interdisciplinary healthcare delivery necessary to achieve client goals

- Synthesize case management models, processes and research methods in order to measure quality of practice
- Evaluate options for fiscally responsible client-centered care
- Compare and contrast resources that support identifiable community outcomes

BACHELOR OF SCIENCE IN NURSING:

Nursing Bachelor Completion Program (NUR COM BSN)

- Provide care appropriate to the scope of practice and ethical dimensions for one's own actions according to the ANA Standards of Practice
- Utilize evidence-based practice, critical thinking, cultural awareness, and the nursing process in collaboration with the interdisciplinary health care team
- Engage in comprehensive, verbal, and written therapeutic communication skills to interact with patients
- Manage holistic care for patients, families, and communities with complex health needs in a variety of settings

Medical Case Management Specialty (CMS)

- Develop intervention strategies for holistic client care utilizing behavioral concepts
- Integrate professional and ethical principles
- Integrate interdisciplinary healthcare delivery necessary to achieve client goals
- Synthesize case management models, processes and research methods in order to measure quality of practice
- Evaluate options for fiscally responsible client-centered care
- Compare and contrast resources that support identifiable community outcomes

Nursing Pre-Licensure (P-LIC RN BSN)

- Provide care appropriate to the scope of practice and ethical dimensions for one's own actions according to the ANA Standards of Practice
- Utilize evidence-based practice, critical thinking, cultural awareness, and the nursing process in collaboration with the interdisciplinary health care team
- Engage in comprehensive, verbal, and written therapeutic communication skills to interact with patients
- Manage holistic care for patients, families, and communities with complex health needs in a variety of settings

POST-BACCALAUREATE CERTIFICATE:

Long-Term Care (LT CARE PBC)

- Synthesize knowledge pertaining to long-term care organizations

Medical Case Management (MED CASE PBC)

- Develop intervention strategies for holistic client care utilizing behavioral concepts
- Integrate professional and ethical principles
- Integrate interdisciplinary healthcare delivery necessary to achieve client goals
- Synthesize case management models, processes and research methods in order to measure quality of practice
- Evaluate options for fiscally responsible client-centered care
- Compare and contrast resources that support identifiable community outcomes

MASTER OF SCIENCE:

Health Informatics and Information Management (HIIM MS)

- Develop, analyze, select, implement and manage information and communication technology, including hardware and software, to ensure data acquisition, storage, retrieval, analysis, destruction, privacy, and security of health information
- Create policies and procedures addressing the use of networks, including intranet and Internet applications, to facilitate the systems life-cycle of an Electronic Health Record, Personal Health Record, and public health and other administrative applications
- Develop strategic plans which include bringing together the components of human and other resources with project management and leadership skills and operations management theory and techniques
- Take the leadership role in establishing an organizational culture that embraces the ethical use of confidential information and information technologies
- Effectively manage health care data using current health care requirements, standards, and technology
- Introduce and apply appropriate decision making and change management strategies while leading organizations toward the use of excellent health information technology systems based in the information-driven, knowledge-based health care environment

Nursing (NURS MSN)

- Synthesize concepts and theories from nursing and related disciplines and sciences to deliver advanced nursing care
- Integrate evidence-based knowledge, research, and clinical judgment to design, coordinate, and evaluate the delivery of care
- Integrate current and emerging health and information technologies effectively into one's practice to enhance health outcomes
- Collaborate effectively within an inter-professional context to improve the delivery of care across the healthcare continuum
- Apply organizational and systems leadership strategies to promote high quality and safe patient care environments

- Advocate for policies at the local, state, and national levels to improve health and advance the profession of nursing
- Demonstrate beginning competency in advanced nursing role

- **Nurse Educator Concentration (NURS EDU MSN)**
  - ➢ Synthesize concepts and theories from nursing and related disciplines and sciences to deliver advanced nursing care
  - ➢ Integrate evidence-based knowledge, research, and clinical judgement to design, coordinate, and evaluate the delivery of care
  - ➢ Integrate current and emerging health and information technologies effectively into one's practice to enhance health outcomes
  - ➢ Collaborate effectively within an inter-professional context to improve the delivery of care across the healthcare continuum
  - ➢ Apply organizational and systems leadership strategies to promote high quality and safe patient care environments
  - ➢ Advocate for policies at the local, state, and national levels to improve health and advance the profession of nursing
  - ➢ Demonstrate beginning competency in advanced nursing role

- **Family Nurse Practitioner Concentration (NURS PRC MSN)**
  - ➢ Synthesize concepts and theories from nursing and related disciplines and sciences to deliver advanced nursing care
  - ➢ Integrate evidence-based knowledge, research, and clinical judgment to design, coordinate, and evaluate the delivery of care
  - ➢ Integrate current and emerging health and information technologies effectively into one's practice to enhance health outcomes
  - ➢ Collaborate effectively within an inter-professional context to improve the delivery of care across the healthcare continuum
  - ➢ Apply organizational and systems leadership strategies to promote high quality and safe patient care environments
  - ➢ Advocate for policies at the local, state, and national levels to improve health and advance the profession of nursing
  - ➢ Demonstrate beginning competency in advanced nursing role

Occupational Therapy (OCCTHRY MSOT)

- Plan and produce occupation based evaluation, treatment, goals, and documentation
- Interpret the importance of purposeful activity and meaningful occupation to consumers, colleagues, administrators, and policy makers
- Support professionalism through ethical behavior, advocacy, and willingness to assume leadership roles that address the diverse needs of individuals, communities, and society

- Synthesize aspects of professional and social responsibility through socially and culturally competent communication and interaction
- Exemplify effective entry-level practice through depth and breadth of knowledge, skills, and abilities in assessment and treatment
- Critically appraise and select adaptive and technological strategies intended to enhance function, facilitate participation, and expedite communication in contemporary and emerging areas of practice
- Create best-practices by consistently seeking, critically reviewing, and utilizing information from the literature and credible sources
- Assess options through creative thinking and critical reasoning when addressing challenging issues related to practice and the profession

POST-GRADUATE CERTIFICATES:

Nurse Educator (NURS EDU PGC)

- Synthesize concepts and theories from nursing and related disciplines and sciences to deliver advanced nursing care
- Integrate evidence-based knowledge, research, and clinical judgment to design, coordinate, and evaluate the delivery of care
- Integrate current and emerging health and information technologies effectively into one's practice to enhance health outcomes
- Collaborate effectively within an interprofessional context to improve the delivery of care across the health care continuum
- Apply organizational and systems leadership strategies to promote high quality and safe patient care environments
- Advocate for policies at the local, state, and national levels to improve health and advance the profession of nursing
- Demonstrate beginning competency in advanced nursing role

Family Nurse Practitioner (NURSPACT PGC)

- Synthesize concepts and theories from nursing and related disciplines and sciences to deliver advanced nursing care
- Integrate evidence-based knowledge, research, and clinical judgment to design, coordinate, and evaluate the delivery of care
- Integrate current and emerging health and information technologies effectively into one's practice to enhance health outcomes
- Collaborate effectively within an interprofessional context to improve the delivery of care across the health care continuum
- Apply organizational and systems leadership strategies to promote high quality and safe patient care environments

- Advocate for policies at the local, state, and national levels to improve health and advance the profession of nursing
- Demonstrate beginning competency in advanced nursing role

GRADUATE CERTIFICATES:

Health Care Management (HC MGMT GRC)

- Develop healthcare focused quality improvement plans involving multiple areas of the healthcare system including, but not limited to, financial departments, marketing teams, providers, and payers
- Interpret a healthcare organization's mission to determine each department's goals for execution, compliance, and financial stability
- Perform an assessment of a health organization's performance based on services and goals
- Address external threats while applying ethical decision making

College of Technology

UNDERGRADUATE STACKABLE CERTIFICATE:

Computer Information Systems (CMPINFO CERT)

- Develop programs using object-oriented techniques

Cyber Defense (CYBRDEF CERT)

- Evaluate functional information security systems that adheres to regulatory requirements
- Identify vulnerabilities and threats to an information system

Networking Technology (NETWTEC CERT)

- Plan end-user support, application management, support ticket triage, and remote user support

ASSOCIATE OF APPLIED SCIENCE:

Computer Information Systems (CMP INFO AAS)

- Develop programs using object-oriented techniques
- Analyze business requirements supported by information systems

Cyber Defense (CYBR DEF AAS)

- Evaluate functional information security systems that adheres to regulatory requirements

- Identify vulnerabilities and threats to an information system

Networking Technology (NETWTECH AAS)

- Plan end-user support, application management, support ticket triage, and remote user support

BACHELOR OF SCIENCE

Computer Information Systems (CINFO SYS BS)

- Develop computer information systems requirements appropriate for an interdisciplinary IS problem
- Analyze business requirements supported by information systems
- Collaborative develop an application system to support a specific IS need
- Analyze how ethical, quality, legal and cultural dimensions affect computer information systems and/or a cross-cultural project team

Database and Analytics Specialty (DBAS)

- Apply current database analytics' concepts specifically in the areas of data mining, data warehousing, data marts and deep learning

Programming Specialty (CTPR)

- Demonstrate the ability to apply various programming, scripting and web languages to solve IS related problems

Secure Software Development Specialty (SSDS)

- Demonstrate various methods to secure programming code

Web and Mobile Development Specialty (WMDS)

- Develop a web site and Mobile Application from a project design incorporating multimedia components based on W3C guidelines

Computer Science (COMP SCIE BS)

- Implement developed technical & policy controls and processes to protect information & information systems
- Analyze and Evaluate platforms and environments constrained by hardware, APIs, and special services
- Develop Software programs emphasizing the software development process
- Analyze how ethical, quality, legal and cultural dimensions affect Computer Science and/or a cross-cultural project team

Artificial Intelligence Specialty (ARIS)

- Apply current AI concepts specifically in the areas of computer vision, deep learning, pattern recognition, and classification methods

Computer Theory and Algorithms Specialty (CTAS)

- Analyze the basic computer software foundations and architecture

Gaming and Simulation Specialty (GMSS)

- Design gaming and simulation software using best practices in software engineering and game design

Cyber Defense (CYBER DEF BS)

- Design functional information security systems that adheres to regulatory requirements
- Mitigate vulnerabilities and threats of an information system
- Evaluate policies and procedures that provide confidentiality, integrity, and availability of an information system

Information Assurance Specialty (IASP)

- Evaluate the necessary resources, including systems, financial, and personnel, to secure information and reduce overall organizational risk

Health Care Information Assurance Specialty (HIAS)

- Evaluate the necessary resources specific to healthcare information, including systems, privacy, financial, and personnel, to secure information and reduce overall organizational risk

Digital Forensics (DIGT FOR BS)

- Analyze digital artifacts to investigate alleged crime, violation, or suspicious activity utilizing computers and the Internet
- Preserve integrity of evidence according to standard operating procedures and national standards
- Assess data of forensic interest in diverse media
- Document findings of the forensic processes using industry standard report formatting

Network Management and Security (NETMGTSEC BS)

- Implement a self-designed network infrastructure that meets industry standards
- Optimize network traffic capacity and performance characteristics

Advanced Cisco Networking Specialty (ACNS)

- Evaluate network requirements, including network architecture and infrastructure

Network Security Specialty (NWSS)

- Administer a self-designed network server infrastructure

Server Administration Specialty (SADS)

- Implement network security devices and protocols that support business goals and industry standards

Technology Project Management (TECHMPROJ BS)

- Develop a project plan for a large technology-based project, integrating project management concepts and using industry standard tools, templates, and software
- Develop audience appropriate communications to convey financial, scope, resource and time constraints for projects
- Analyze how ethical, quality, legal and cultural dimensions affect project management and/or a cross-cultural project team

Accounting Information Systems Specialty (AISS)

- Justify reporting decisions based on Generally Accepted Accounting Principles (GAAP)

Computer Information Systems Specialty (CISS)

- Collaboratively develop an application system to support IS needs

Health Information Management Specialty (HIMS)

- Evaluate the Health Information Systems for appropriate documentation

Information Security Specialty (ISS)

- Evaluate policies and procedures that provide information confidentiality, integrity and availability by collaborating with team members and clients

Networking Specialty (NTS)

- Manage an established network infrastructure

Professional Focused Specialty (FTS)

- Manage product development focusing on the project management aspects that are significant during the stages of a product development

POST-BACCALAUREATE CERTIFICATE:

Global Project Management (GPROJ MG PBC)

- Develop a project plan for a large technology-based project, integrating project management concepts and using industry standard tools, templates, and software
- Develop audience appropriate communications to convey financial, scope, resource and time constraints for projects
- Analyze how ethical, quality, legal and cultural dimensions affect project management and/or a cross-cultural project team

Programming (PROGRAM PBC)

- Produce a working application from project design specifications using multiple programming languages

MASTER OF SCIENCE:

Computer Science (COMP SCIE MS)

- Create solutions to various issues using computer science
- Develop industry applications by utilizing software development concepts and theoretical foundations of computer science or security
- Integrate multiple technologies to innovate and develop new solutions

Computer Science Concentration (CSCC)

- Develop or research a computer science related tool or algorithm that advances the field CS field

Security Concentration (SCCC)

- Develop or research a computer science related security tool or algorithm or vulnerability that advances the field CS field

Information Assurance and Cyber Security (MSIA)

- Formulate a client-based solution to an information security problem in accordance with industry standards
- Develop cybersecurity policy, plans, and strategy in compliance with laws, regulations, and standards
- Develop cyber privacy & security policies and procedures on risk assessment and mitigation strategies
- Apply leadership observational methods and best practices for cybersecurity in networking, application development, risk mitigation, and digital forensics

- Manage the acquisition of necessary resources, including leadership support, financial resources, and key security personnel, to support information technology (IT) security goals and objectives and reduce overall organizational risk

Technology Management (TECH MGMT MS)

- Develop audience appropriate communications to convey financial, scope, resource and time constraints for projects
- Establish appropriate baselines and metrics for project and/or product selections, prioritizations, and risk assessment that help organizations to achieve their business goals and initiatives
- Develop an IT strategic plan aligned with the organization's strategic plan
- Implement policies & procedures to provide client, supplier and vendor information while maintaining confidentiality, integrity & availability

College of Urban Education

MASTER OF EDUCATION:

Urban Education (URBNEDU M ED)

- Develop competencies in math, science, and literacy teaching
- Implement strategies that enhance the practice of teaching based on relationships and partnerships, including collaboration with families, community stakeholders and educational leaders in urban settings
- Create plans of instruction based on data and knowledge of diversity that can meet the needs of all students
- Adapt teaching strategy based on cultural context of students
- Apply strategies for planning, implementation, and evaluation of student learning and behavior in diverse educational settings
- Engage learners in critical thinking, creativity and collaborative problem- solving based program strategies that promote success for all students
- Utilize instructional technology to enhance student learning
- Identify factors unique to urban environments that impact student learning and schooling

Urban Educational Leadership (UR LEAD MED)

- Develop a compelling school and/or district vision and mission that places the success of every student at the center of schooling and actively engages and leverages the unique assets of each stakeholder group

- Articulate leadership skills that foster a school and/or district wide culture of excellence that is grounded in the democratic principles of ethical and professional behavior, engaged in continuous improvement
- Construct strategic, curricular and instructional plans essential for and common among high-performing school districts
- Design equitable and culturally responsive practices that lead to student engagement and physical and emotional well-being
- Create systems that develop a professional learning community
- Deconstruct the components of standards-based curriculum designed for students to achieve mastery of essential grade level skills and knowledge while meeting the needs of diverse learners.
- Construct systems for management of urban schools/district operations, resources and communications

GRADUATE CERTIFICATES:

Business Essentials for Urban School Administrators (UE BUSES GRC)

- Construct systems for improved business management of urban school building operations, resources, and communications
- Recognize and solve complex school building issues and effectively communicate the solutions to staff and community stakeholders
- Analyze an urban school's performance management process, leadership development plans, and alignment of goals to outcomes
- Summarize the essentials of performance management used to assess the performance of an individual school

Instructional Core Transformation for School Administrators (UE INSCR GRC)

- Construct strategic, curricular, and instructional plans essential for and common among improved performing urban school buildings
- Design equitable and culturally responsive practices that lead to student engagement, student achievement, and physical and emotional well-being
- Deconstruct the components of standards-based curriculum designed for students to achieve mastery of essential grade level skills and knowledge while meeting the needs of diverse learners

Urban Education Leadership Principles (UE LDPRN GRC)

- Develop a foundational understanding of urban school leadership that examines the qualities of leadership, decision making, change, and values that an urban school leader needs for success

- Analyze the beliefs, values, and philosophies that form the underpinnings of urban educational leadership
- Examine the qualities of leadership and the shift toward research-based best practices

Urban Education (URBN ED GRC)

- Develop competencies in math, science, and literacy teaching
- Implement types of strategies that enhance the practice of teaching based on relationships and partnerships, including collaboration with families, community stakeholders and educational leaders in urban settings
- Create plans of instruction based on data and knowledge of diversity that can meet the needs of students
- Apply strategies for planning, implementation, and evaluation of student learning and behavior in diverse educational settings
- Engage all learners in critical thinking, creativity and collaborative problem-solving based program strategies that promote success for all students
- Utilize instructional technology to enhance student learning
- Identify factors unique to urban environments that impact student learning and schooling

Urban Educational Leadership (URED LD GRC)

- Develop a compelling school and/or district vision and mission that places the success of every student at the center of schooling and actively engages and leverages the unique assets of each stakeholder group
- Articulate leadership skills that foster a school and/or district wide culture of excellence that is grounded in the democratic principles of ethical and professional behavior, engaged in continuous improvement
- Construct strategic, curricular and instructional plans essential for and common among high-performing school districts
- Design equitable and culturally responsive practices that lead to student engagement and physical and emotional well-being
- Create systems that develop a professional learning community
- Deconstruct the components of standards-based curriculum designed for students to achieve mastery of essential grade level skills and knowledge while meeting the needs of diverse learners
- Construct systems for management of urban schools/district operations, resources and communications