# Program Outcomes

## Competency-Based Education

The HSAE program follows a structured, competency-based educational model to ensure graduates master the core areas needed for success in healthcare leadership, policy, and research. The framework is aligned with the CAHME accreditation model and integrates the principles of applied learning, progressive development, and multi-method assessment.

## Core Competencies of the HSAE Program

| **HSAE Competency** | **Description** | **CAHME Domain** | **Mapped NQF Learning Domain(s)** |
|---|---|---|---|
| C1: Strategic Leadership and Team Management. | Guide healthcare teams, manage operations, and implement strategic initiatives to enhance organizational performance and service delivery. | Domain 3: Management & Leadership. | Skills, Autonomy & Responsibility. |
| C2: Applied Research and Evidence-Based Decision-Making. | Apply research skills, critical thinking, and data-driven methods to solve complex healthcare challenges and drive system improvement. | Domain 2: Critical Thinking, Analysis & Problem Solving. | Knowledge, Skills. |
| C3: Professional Communication and collaboration. | Communicate effectively in written, oral, and digital forms within diverse healthcare environments. Demonstrate collaboration and interpersonal competence across diverse healthcare settings. | Domain 1: Communication & Interpersonal Effectiveness. | Skills, Values. |
| C4: Ethics, Policy, and Professionalism. | Act with integrity, uphold ethical and legal standards, and demonstrate cultural sensitivity, accountability, and professionalism in healthcare practice and policy. | Domain 4: Professionalism, Ethics & Transparency. | Values, Autonomy & Responsibility. |

## Competency Assessment Plan

| Code | Description | CAHME Domain | Key Courses | Assessment Methods | Feedback Mechanism |
|---|---|---|---|---|---|
| C1 | Guide healthcare teams, manage operations, and implement strategic initiatives to enhance organizational performance and service delivery. | Management & Leadership. | HSAE 601, 605, 607, 610, 615, 617, 623, 625, 627, 633, 698 | Case Studies, Reports, Research Projects, Simulations, Operational Analysis. | Rubrics, Oral Defense Panel Feedback, Graded Projects with written Feedback. |
| C2 | Apply research skills, critical thinking, and data-driven methods to solve complex healthcare challenges and drive system improvement. | Critical Thinking, Analysis & Problem Solving. | HSAE 603, 613, 690, 698 | Data Analysis Exercises, Research Proposal, Literature Review. | Rubrics, Advisor Feedback, Peer Review. |
| C3 | Demonstrate effective communication, collaboration, and interpersonal skills in diverse healthcare environments. | Communication & Interpersonal Effectiveness. | HSAE 601, 605, 690, 698 | Presentations, Policy Briefs, Oral Defenses. | Rubrics. |
| C4 | Act with integrity, uphold ethical and legal standards, and demonstrate cultural sensitivity, accountability, and professionalism in healthcare practice and policy. | Professionalism, Ethics & Transparency. | HSAE 605, 620, 627, 698 | Ethical Case Essays, Peer Feedback, Project Integrity Check. | Rubrics, Peer Review. |