

## USU MHAP PROGRAM COMPETENCY MODEL

Domain	Competency
<b>1. Leadership</b>	L1: Understand the art and science of leadership in healthcare administration and policy making and be prepared to take on the role of a healthcare leader and mentor.
	L2: Create an organizational climate that values diversity and fosters interpersonal understanding, professionalism, and development.
<b>2. Execution</b>	E1: Evaluate and use various financial and economic tools and methods in order to optimize distribution of finite resources over infinite healthcare needs.
	E2: Demonstrate ability to collaborate, communicate, and work cooperatively with others.
	E3: Recognize and evaluate HR practices and talent management strategies that optimize the performance of a diverse and changing workforce.
	E4: Investigate the use of data analysis and information technology and its potential in process and performance improvement.
	E5: Evaluate formal and informal organizational decision-making structures and power relationships in an organization.
	E6: Exhibit project management techniques including planning, execution, evaluation, and oversight.
<b>3. Policy</b>	Pol1: Critically analyze the political, legal, financial and/or social framework of U.S. health policy and the MHS.
	Pol2: Assess and develop policy options for achieving agency/program objectives.
	Pol3: Analyze and interpret legislation, administrative regulations, judicial opinions and agency rulings.
	Pol4: Formulate plans for advocating and influencing key stakeholders and implementing agencies.
	Pol5: Understand the government resource environment, including Planning, Programming, Budgeting, and Execution (PPBE), contracting, and appropriations.
<b>4. Transformation</b>	T1: Apply models to develop structures and systems to support inter-professional team functions, effectiveness, and patient outcomes.
	T2: Comprehend and critique cause-effect relationships and unanticipated consequences when making decisions or developing strategies.
	T3: Demonstrate community engagement in aligning priorities with the needs and values of the community.
	T4: Design and critique methodology for measurement of processes, quality, program, and policy outcomes.

	T5: Assess and assemble the diverse backgrounds and perspective of others when making decisions or developing strategies.
	T6: Synthesize information to make evidence based decisions in the presence of uncertainty.
<b>5. Readiness</b>	R1: Understand and assess the complex roles and relationships between inter-agency partners, international organizations and Host Nations.
	R2: Evaluate the impact and value of missions, programs and policies on populations, organizations and/or desired outcomes.
	R3: Appraise the different types of diplomacy and bases of power that may affect global health policy decision-making.
	R4: Understand the concept of readiness in the context of structures and policy as they relate to humanitarian assistance, disaster relief and contingency operations and military capability.

