

UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES  
COLLEGE OF NURSING

**Admission to the Graduate Nursing Program through the Bridge  
Process**

**GENERAL INFORMATION:**

The RN who has graduated from an NLN accredited associate degree nursing program or a diploma program in nursing and who holds a baccalaureate degree in a field other than nursing may apply to the graduate program in the College of Nursing. The applicant is required to meet all the admission requirements for the masters program as outlined in the College of Nursing Catalog, except for a baccalaureate degree in nursing from an NLN accredited program.

**For applicants submitting portfolio:**

In addition to the admission criteria listed in the catalog, the applicant may present a portfolio to verify knowledge and experience in the senior level courses of Community Health Nursing, Nursing Care of Older Adults, and Leadership and Management in Nursing. Before being admitted to the graduate program, the Admissions and Progression Committee will review the portfolio; and based on published criteria, determine if the applicant has the required knowledge and experience in the three nursing areas. No courses may be taken until the portfolio is reviewed and applicant admitted to a specialty and the graduate nursing program by the College of Nursing.

All students admitted to the graduate nursing program through the bridge process will be required to complete the nursing theory and practicum in at least one of the following areas: Community Health Nursing, Nursing Care of Older Adults, or Leadership and Management.

**For applicant not submitting portfolio:**

If the applicant feels he/she does not have the knowledge and experience to meet the criteria in any of the three areas (Community Health, Older Adult, or Leadership and Management), he/she may elect to complete the course work instead of completing the portfolio. For each of these three areas, the student will complete the theory and practicum components of the specific senior level courses in the undergraduate program. If the applicant decides to not submit a portfolio and elects to take the courses, he/she must write to the Associate Dean for Academic programs regarding the decision not to submit a portfolio.

Arrangement for the student to complete the undergraduate deficiencies will be planned on an individual basis depending on positions and resources available for the specific undergraduate courses.

The students will receive a pass or fail grade for the theory and practicum courses completed in the bridge process.

### **Admission to the Graduate Nursing Program:**

Before a student in the bridge process may take any courses in the College of Nursing:

1. The student must be fully admitted to the UAMS Graduate School and a specialty in the College of Nursing.
2. The student must have the portfolio review completed by the College of Nursing or send a letter to the Associate Dean indicating intent to take courses in all three areas.
3. After admission, the student may complete only the 11 hours of core courses in the graduate nursing program while completing the undergraduate course deficiencies identified by the portfolio review or in the letter from the Associate Dean. The student may take no more than the 11 credit hours of graduate core courses until the undergraduate course deficiencies are removed.

### **SUBMISSION DATE FOR APPLICATIONS TO THE GRADUATE NURSING PROGRAM THROUGH BRIDGE PROCESS:**

Applications for Fall Admission: April 1

Portfolio submission for Fall Admission: April 1

Application for Spring Admission: September 1

Portfolio submission for spring Admission: September 1

If the completed application and portfolio or letter of intent to take the required undergraduate courses are not received by the designated date, the student will not be considered for admission until the next admission date. The application requirements include the MAT or GRE scores, the official transcripts from all schools attended, and the statistics and physical assessment courses; as

well as all documentation for the portfolio. All materials must be submitted by the deadline dates above.

**THERE IS A \$63.00 PROCESSING FEE DUE UPON SUBMISSION OF A PORTFOLIO.**

**The student must be admitted to the graduate nursing program before any course work may be taken.**

**COMPLETION OF THE PORTFOLIO:**

The portfolio requirements for the theory and practicum components of the following senior level courses are attached: Community Health Nursing, Nursing Care of Older Adults, and Leadership and Management in Nursing. The critical content and experience areas are listed for each courses. The applicant is expected to present documentation to verify knowledge and experience in the designated areas. Suggestions for acceptable documentation are presented for each of the critical content and experience areas.

**The portfolio must be presented in a professional manner in a notebook with the documentation for each criterion clearly presented. If the material in the portfolio is not clear, the applicant will be required to take the course.**

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**PORTFOLIO FOR RN TO MNSc BRIDGE PROGRAM  
*N4412.5 Community Health Nursing Theory***

The purpose of the portfolio development is to provide evidence of knowledge equivalency to didactic course N4412.5 Community Health Nursing theory. Evidence must be based on didactic experiences, including: college courses, continuing education programs (contact hours or self-study), or official certification in community health through ANA.

Successful completion of ANA certification is accepted in place of a portfolio for exemption from this course.

**Required Course Content:**

*All areas are considered critical content areas.*

Scope of Practice of the community health nurse

- Community health organizations (local, state, national, international)
- Community dynamics (Types, Functions Risk factors, Cultural diversity)

- Principles of health promotion
- Principles of disease prevention
- Principles of epidemiology as it relates to community health practice
- The impact of environmental stressors on the health of individuals, families, and communities
- Trends of the health care delivery system which impacts on community health

(Possible sources of validation – College courses in epidemiology, sociology, culture, health care systems, family dynamics, economics; continuing education offerings.)

**Required Documentation:**

For degree granting course

- Catalog course description
- Content outline for content attempting to validate
- Transcript with grade of at least a C or better

For continuing education programs

- Objective of Program
- Content outline concerning content attempting to validate
- Contact hours
- Proof of successful completion
- Originating/sponsoring institution
- Dates

For ANA certification

- Dates taken
- Proof of successful completion

**Process:**

The student identifies the content areas to be validated writes a short summary justifying evidence, and attaches evidence of each content area.

Presentation of evidence documenting content areas is rated as meets course standard or not.

All criteria must be met for exemption for this course.



**PORTFOLIO FOR RN-TO MNSc BRIDGE PROGRAM**  
***N4422.5 Community Health Nursing Practicum***

The purpose of the portfolio development is to provide evidence of skills and activities equivalent to the practicum course N4422.5 Community Health Nursing Practicum. Evidence must be based on practical experiences including: practice as a community health nurse; involvement in the health care delivery system at a local, state, national and/or international level.

**Required Skills and Activities:**

*All areas are considered critical content areas.*

Provision of care to individuals and families

- Comprehensive documentation of the nursing process of two individuals and families that represent diversity of age groups

(Complete history to include biological, psychological, social, spiritual, and nutritional data. Appropriately focused physical exam on each family member seen in the home.)

(Complete family assessment to include family roles, function and responsibilities.)

- Carries a case load of two or more families
- Documents utilization of appropriate community resources to meet family needs
- Documents utilization of current principles of disease transmission and control measures of the specific communicable disease within a family
- Documents collaboration with other disciplines on the health care team in meeting family needs
- Documents evidence of the following role functions: Educator, Advocate, Care Provider, Collaborator, Case finder
- Documents crisis intervention strategies used with families

Provision of care to communities

- Develops and implements teaching projects or health screening projects for an aggregate population within a community
- Documents awareness of community agencies-local, state, national, international that impact on the health care of the community in which they work or live

- Demonstrates how current health care policies impact on the health of the community

**Required Documentation:**

- Description of community health care agency where employed
- Length of time in position and listing of all activities relating to meeting course objectives
- Letters of recommendation from peers, community leaders, superiors which speak to competency in community health practice
- Awards, letters of commendation, letters of promotion which speak to community health practice skills
- Samples of products such as CE program, standards of care or standards of practice which participated in developing
- Description of involvement in community activities and membership that promote community health nursing practice
- Copies of performance appraisals which speak to competency

**Process:**

The student identifies the content areas to be validated writes a short summary justifying evidence, and attaches evidence for each content area.

Presentation of evidence documenting content areas is rated as meets course standard or not.

All criteria must be met for exemption for this course.

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**PORTFOLIO FOR RN TO MNSc BRIDGE PROGRAM**  
***N4432.5 Nursing Leadership and Management Theory***

The purpose of the portfolio development is to provide evidence of knowledge equivalency to didactic course N4432.5 Nursing Leadership and Management Theory. Evidence must be based on didactic experiences including; college courses, continuing education programs (contact hours or self-study) management development programs or official certification in administration through ANA.

Successful completion of the College of Nursing Management Development Institute or ANA certification are accepted in place of a portfolio for exemption from this course.

## Required Course Content:

All areas are considered critical content areas.

### Theoretical aspects and principles

- Decision-making
- Communication
- Conflict negotiation
- Group process

Sources of validation—college courses in management science, business, communication, human relations, organizational behavior, sociology; continuing education offerings; OTC through military; successful completion of NLN Nursing Management Skills – Module II: People, Policies, Politics Management.

### Resource management

- Economic/health care costs
- Quality assurance

Sources of validation—college courses in management science, business economics, continuing education offerings; OTC through military; successful completion of NLN Nursing Management Skills – Module III: quality Assurance, Legal Issues, Risk Management, and/or Module I: Economics, Accounting, Finance. CAI programs on topical areas.

### Personal management

- Motivation
- Delegation
- Supervision
- Evaluation

Sources of validation—college courses in management science, business, communication, human relations, organizational behavior, sociology, psychology; continuing education offerings; OTC through military; successful completion of NLN Nursing Management Skills – Module II People, Policies, Politics Management.

## Required Documentation:

- For degree granting: catalog course description, content outline for content attempting to validate, transcript with grade of a C or better
- For continuing education programs: objectives of program, content outline concerning content attempting to validate, contact hours, proof of successful completion, originating/sponsoring institution, dates
- For management development programs other than MDI at UAMS: objective for program, content outline concerning content attempting to validate, contact hours, proof of successful completion, originating/sponsoring institution, dates
- For ANA certification: date taken, proof of successful completion

**Process:**

The student identifies the content areas to be validated, writes a short summary justifying evidence, and attaches evidence for each content area.

Presentation of evidence documenting content areas is rated as meets course standard or not.

All criteria must be met for exemption for this course.

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**PORTFOLIO FOR RN TO MNSc BRIDGE PROGRAM**  
***N4442.5 Nursing Leadership and Management Practicum***

The purpose of the portfolio development is to provide evidence of attainment of skills equivalent to those outlines in the course objectives for N4442.5 Nursing Leadership and Management Practicum. Evidence must be based on practice experiences including: first level management positions within organizations such as charge nurse, head nurse; staff positions within organizations such as continuing education instructor; or middle management positions.

**Required Skills and Activities:**

*All areas are considered critical content areas:*

Provision of nursing care to a group of clients

- Carries caseload of three or more clients during a work day
- Documents the nursing process and discharge planning
- Uses texts and resources in planning care
- Develops/updates appropriate plans of care for caseload
- Communicates/gives reports on assigned clients to other caregivers
- Participates in practice-related conferences
- Conducts practice related conferences

### Performance of first-line management activities

- Coordinates daily activities of the nursing staff
- Uses classification systems to make daily staffing & scheduling decisions
- Practices appropriate delegation
- Participates in quality improvement/assurance at unit level
- Collaborates with health team members

### Required Documentation:

- Position descriptions-description of organization, organizational chart, and position description; description of length of time in position, scope of authority and responsibility
- Copies of performance appraisals which speak to competence of designated management skills
- Letters of recommendation from superiors which speak to competency of designated management skills
- Awards, letters of commendation, letters of promotion which speak to leadership and management skills
- Samples of products such as CE programs, standards of care or standard of practice which participated in developing
- Description of committee membership and activities

### Process:

The student identifies the content areas to be validated, writes a short summary justifying evidence, and attaches evidence for each content area.

Presentation of evidence documenting content areas is rated as meets course standard or not.

All criteria must be met for exemption for this course.

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## **PORTFOLIO FOR RN TO MNSc BRIDGE PROGRAM** ***N4453 Nursing Care of the Older Adult Theory***

The purpose of the portfolio development is to provide evidence of knowledge equivalency to didactic course N4453 Nursing Care of the Older Adult Theory. Evidence must be based on didactic experiences including: college courses, continuing education programs (contact hours or self-study), or official certification in gerontological nursing through ANA.

Successful completion of ANA certification is accepted in place of a portfolio for exemption from this course.

## **Required Course Content:**

All areas are considered critical content areas.

### Normal aging changes

- Physical-sensory, integumentary, musculoskeletal, cardiovascular, respiratory, genitourinary, gastrointestinal, central nervous system and sleep, biological theories of aging (i.e.: cross-linkages, free radical and waste products, immunological, neuroendocrine)
- Cognitive-personality theories of aging (i.e.: disengagement, activity, continuity, developmental); self-esteem, dementia
- Social-social theories (i.e.: age stratification, modernization, subculture), intimacy and sexuality

### Functional assessment of older adult

- Physical assessment (physical exam, medication history, medical history, laboratory values)
- ADL and IADL assessment
- Cognitive assessment
- Social assessment
- Interview techniques appropriate for older adult

### Concept of rehabilitation and rehabilitation process with older adults

- Acute conditions
- Chronic conditions
- Mobility and immobility
- Nutrition
- Drugs

### Ethical decision-making related to the older adult

- Living wills/right to die/durable power of attorney
- Autonomy/self-determination
- Informed consent

## **Required Documentation:**

- A degree granting college course encompasses gerontological content also required by the UAMS College of Nursing: overview of gerontological nursing, theories of aging, normal aging, physical and functional assessment, self-esteem and cognition, cognitive assessment, community theory acute illness and chronic illness, mobility, immobility, nutrition, drugs, elimination, intimacy and sexuality, ethics and the older adult.

Documents for validation:

Catalog from institution, Course syllabus that includes course description, course objectives and content outline, transcript with grade of C or better

Sources of college courses for validation by include: gerontology, social work, sociology, psychology, humanities, health services administration, and public health

- Gerontological continuing education programs must encompass content as required by the UAMS College of Nursing: overview of gerontological nursing, theories of aging, normal aging, physical and functional assessment, self-esteem and cognition, cognitive assessment, community theory, acute illness and chronic illness, mobility, immobility, nutrition, drugs, elimination, intimacy and sexuality, ethics and the older adult.

**Process:**

The student identifies the content areas to be validated writes a short summary justifying evidence, and attaches evidence for each content area.

Presentation of evidence documenting content areas is rated as meets course standard or not.

All criteria must be met for exemption for this course.

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**PORTFOLIO FOR RN TO MNSc BRIDGE PROGRAM**  
*N4453 Nursing Care of the Older Adult Practicum*

The purpose of the portfolio development is to provide evidence of skills and activities equivalent to practicum course N4453 Nursing Care of the Older Adult Practicum. Evidence to be considered should be based on practice experience, such as staff or first level management positions working primarily with older adults in long-term care agencies, (nursing homes, extended care facilities, retirement homes) or community based agencies, (home health, visiting nurses associations, area agencies on aging, hospice); staff positions working primarily with older adults in acute care facilities; nurse practitioners working primarily with older adults in any of the above agencies.

**Required Skills and Activities:**

All areas are considered critical content areas.

Perform physical assessment appropriate to the older adult

- Gather complete, accurate, holistic data by means of direct physical assessment
- Interview and use relevant resources and methods appropriate to the older adult noting normal aging changes

Develop nursing diagnosis appropriate for the older adult

- Arrive at accurate analysis of client's health status deduced from the data gathered
- Formulate nursing diagnoses which accurately reflect the client's health care needs

Plan, implement, and evaluate care

- To promote health, prevent illness, restore health and maintain of the older adult

Provide nursing care to three or more older clients

- Implement individualized nursing strategies designed to meet the client's health care needs and achieve the state outcomes
- Use professional standards of care

Manage the care of four or more older clients

- Set priorities for client's health care need, including the client's perception of needs and the family's perception of needs
- Function as an active member of an interdisciplinary health care team
- Utilize interpersonal and communication skills to develop working relationships among health care professionals

**Required Documentation:**

- Copy of position descriptions that verify attainment of skills and activities described above-Description of organization or institution/organization chart, position description; Length of time in position, scope of responsibility and authority
- Description of activities in position(s) held to show how above scope of responsibility validates required gerontological practicum skills and activities
- Copies of performance appraisals which speak to competency at meeting required practicum content

- Description of committee membership and accomplishments of committee work in institution where older adults are located
- Description of special projects and activities related to gerontology
- Clinical internship if a component of a degree granting program
- Awards, letters of commendation, letters of promotion that reflect attainment of practicum skills and activities and critical content

**Process:**

The student identifies the content areas to be validated writes two short summaries justifying evidence, and attaches evidence for each content area.

Presentation of evidence documenting content areas is rated as meets course standard or not.

All criteria must be met for exemption for this course.

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