



Holistic Admissions: Are We There Yet?

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Holistic Admissions

- ❖ According to American Association of Medical Colleges (AACN, 1990), holistic admission review is a comprehensive, individualized process of evaluating applicants' ability for success based on their experiences, attributes and academic metrics.

Problem/Question

- What components of (Experiences, Attributes, Metrics) EAM model are being utilized with in the RUSON baccalaureate admissions system?

Background

- ❖ Pre-pandemic shortage of nurses (HRSA, 2017)
- ❖ Nursing shortages exacerbated post COVID-19 pandemic.
- ❖ According to AACN, 67,000 qualified candidates are turned away from entry level baccalaureate nursing programs every year.
- ❖ Need for diversity in nursing and nursing education (Glazer et al., 2016).

Project Goal

- To identify the current admissions system to identify strengths, weaknesses, opportunities and Threats.

Framework: DEI

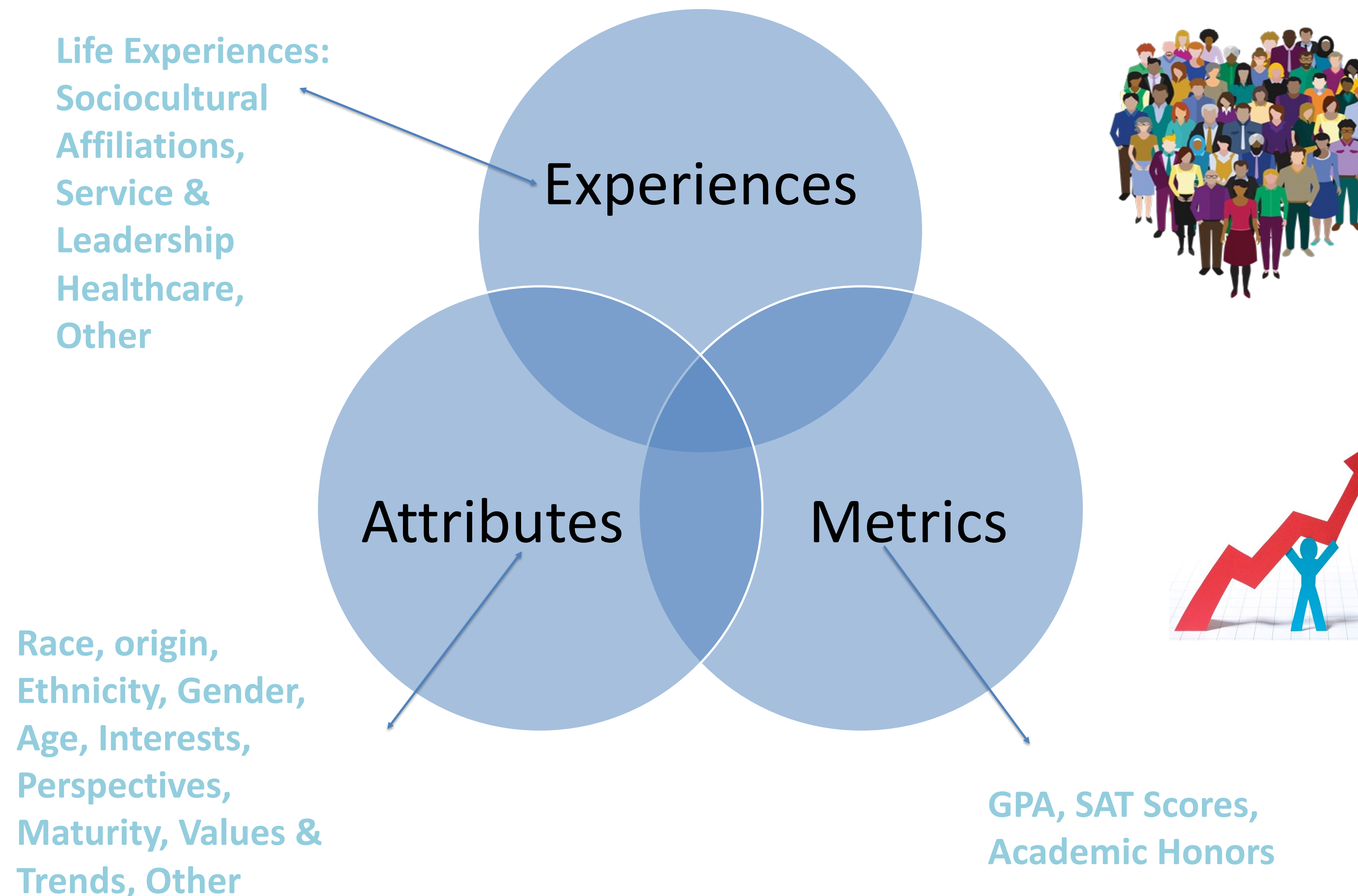
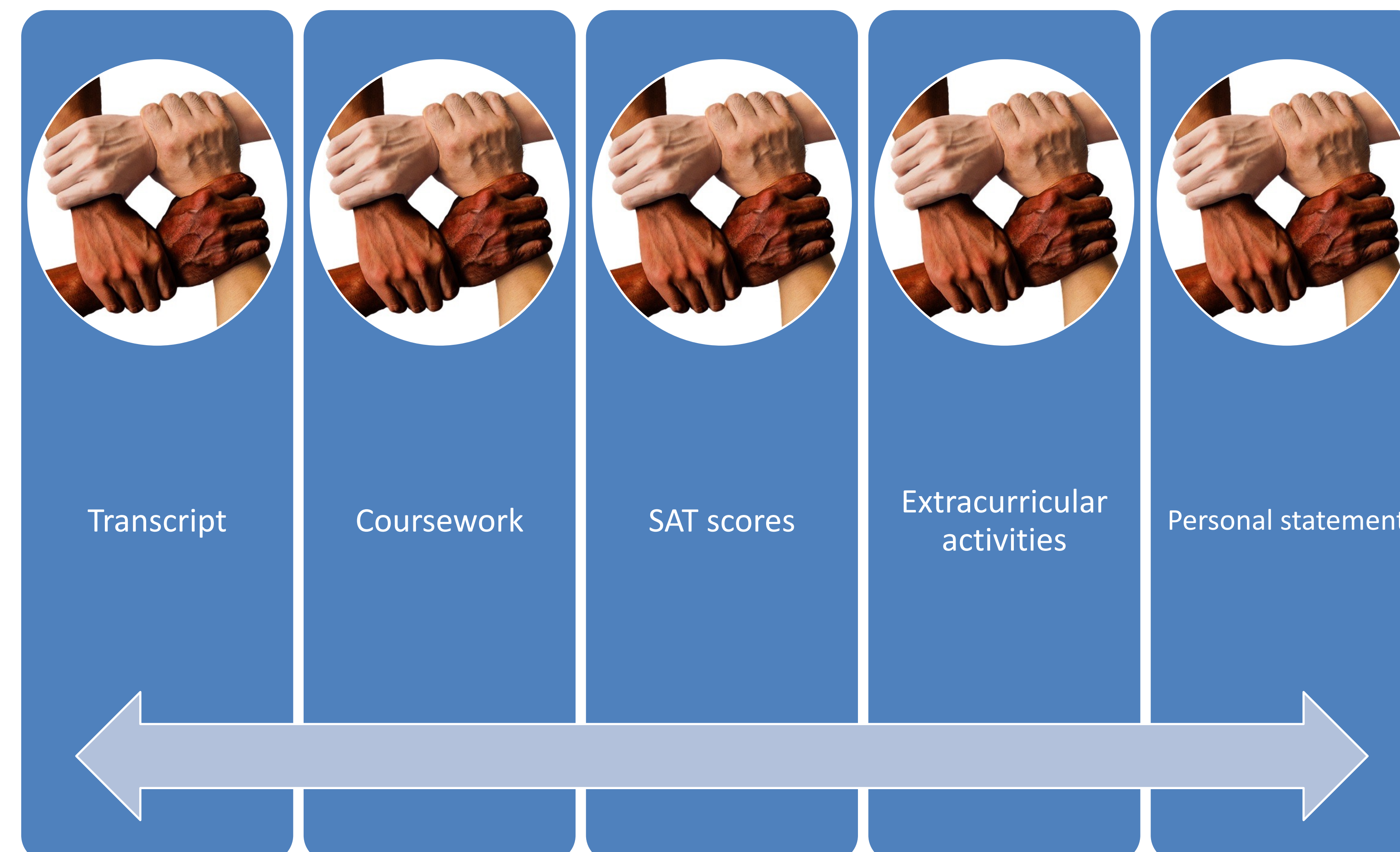


Fig 1: Shows the components of EAM Model for Holistic Admissions

Current Baccalaureate Admission Criteria



Next Steps

- ❖ Evaluate current admission criteria and processes to identify the missing elements of EAM model.
- ❖ Conduct a survey of faculty and admissions personnel to evaluate the current state of holistic admissions.
- ❖ Create a plan for holistic admissions at RUSON.

Anticipated Outcomes

- Identify areas for improvement for compliance with holistic admissions.
- Create a plan for compliance with holistic admissions using EAM model

References

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Acknowledgements

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CAPSTONE PRESENTATION & GRADUATION

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Biography

Dr. Amita Avadhani is an Associate Professor and Specialty Director of the Post Masters Doctor of Nursing Practice-Executive Model Program and teaches in the Adult Gerontology Acute Care Nurse Practitioner (NP) program at Rutgers University School of Nursing in Newark, New Jersey. She also practices as a Critical Care NP at Saint Peters University Hospital Adult ICU for the past 19 years and served on the frontlines during the COVID-19 pandemic. Her reflection regarding her work on the frontlines, titled "Treating Covid-19 patients in the ICU Nearly Broke Me, But Now I'm Stronger for It" was featured by Real Women, Real Stories.

Dr. Avadhani has a diverse international nursing experience of over 35 years in India, Saudi Arabia, Canada, and United States. Her efforts as a NP and a NP educator have been recognized nationally through her fellowship in American Association of Nurse Practitioners (FAANP) and American College of Critical Care Medicine (FCCM). Dr. Avadhani holds certifications as a Nurse Executive Advanced (NEA-BC), Certified Nurse Educator (CNE), an Acute Care NP (ACNP-BC), an Adult Primary Care NP (NP-C), a Diplomate of Comprehensive Care (DCC) as well as a Critical Care RN (CCRN). Her service to the NP profession and advocacy for the profession is evident from the recent announcement of her "AANP State Award of Excellence" as an NP advocate. She has mentored countless NP students and novice NP's. Her work as a clinician and an educator was recognized through her nomination as a 'New Jersey Biz Healthcare Heroes Award' in the Educator category. She is also a recipient of the Institute for Nursing Diva Award for 2022.

Her service to the Rutgers School of Nursing includes her role as the current Chairperson of the Faculty Council. She enjoys her leadership and service to clinical practice through her work as the Institutional Review Board Vice Chair/Acting Chairperson, Advance Practice Nurse Council Co-Chair, and member of the in the Electronic Health Record Advisory Council and Ethics Committees. Her leadership at the state level includes her role as the Vice President of the New Jersey State Nurses Association, Past President of Forum of Nurses in Advance Practice (FNAP) and the Chairperson of the Joint Protocol Steering Group as well as the Chairperson of the American Lung Association Leadership Board. At the national level, she serves as the Chairperson of the Advance Practice Committee of the Society of Critical Care Medicine, and the Chairperson of Acute Care Specialty Interest Group of the National Organization of Nurse Practitioner Faculties (NONPF) as well as the member of the Society of Critical Care Medicine (SCCM) Social Media Committee. She was also recently elected to serve as the Region-2 Director for American Association of Nurse Practitioners. Her scholarship includes various peer reviewed journal publications and national conference presentations. Her research and scholarship interests include critical care, end of life care, infectious diseases, nursing education and quality of work life.

Contact Information



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