



Research Initiatives - Nursing Administration

Power of One – Career Ladder

- A 3-year, (2005-2008), \$708,000 grant sponsored by the Department of Health and Human Services – Health Resources and Services Administration, (HRSA), through the Nurse Education Practice & Retention initiative.
- Principal Investigator: Margaret Calarco, PhD, RN – Sr. Associate Director for Patient Care Services & Chief of Nursing Services & Associate Dean for Clinical Affairs, School of Nursing. Co-Principal Investigators: Carol Loveland-Cherry, PhD, RN, FAAN Professor, Executive Associate Dean for Academic Affairs, and Patricia Coleman-Burns, PhD, Assistant Professor, and Director, Office of Multicultural Affairs
- The Power of One grant was established to impact Nurse Professional Development through advanced education and professional development assistance.
- This is a collaborative grant between the University of Michigan Health System – Nursing Administration and the University of Michigan School of Nursing.
- Major Components of the grant include:
 1. The development of the Center for Professional Development & Mentoring, (CPDM), a one-of-a-kind center offering full professional development services for student and practicing nurses – covering the full spectrum and life cycle of the nursing profession.
 - Mission statement: ***It's all about connecting the possibilities in the dynamic profession of nursing to fit your unique interest and goals as you navigate the stages of your career.***
 - Services:
 - Career assessment, entry-level to legacy development
 - Career coaching
 - Mentor program
 - Nurse shadow program
 - ADN summer internship program
 - Resume & CV development
 - Interviewing skill development
 - Computer station for on-line career research
 - Resource library
 2. An “on-site” BSN program. Courses are provided within the UMHS hospital environment in collaboration with the School of Nursing for ease of class attendance as required for the obtainment of formal education.
 3. A unique ADN internship program in collaboration with the School of Nursing’s Genesis program with the emphasis on increasing diversity within the UMHS nursing community
 4. A variety of Nurse, Mentor, and Manager Action Days geared for the delivery of professional development concepts and formal and informal educational opportunities including the delivery of an educational assessment module in cultural competency as related to patient care.