Summary: **July 11, 2005**

Framework is #1 priority this year

July 11, 2005: On Day 2 of the Professional Development Framework Implementation Team's work, Chief Nurse Marge Calarco re-emphasized the significance of the entire effort. The Framework is the most important priority of the year for UMHS Nursing. The work of the Implementation Team will become the underpinning that defines the way thousands of nurses here will be compensated and their careers impacted. Framework implementation is the process that will shape our destiny, and thus, critically important for the thousands of nurses we serve. Support for this effort was boosted tangibly with the announcement this morning of a federal grant, part of which will contribute to the implementation process over the next three years.

Guiding Principles refined

Today's work included the finalization of "Guiding Principles for the Professional Development Framework." Animated discussion especially focused on refinements in order to convey the genuine commitment to openness in the entire Framework system and processes, both now and ongoing. As a result, the carefully crafted statement supports individual and collective openness and responsiveness to an emerging process for change. To see the entire document, "Guiding Principles" click on the link to the left of this page.

Seven subgroups met for the first time

Seven subgroups devoted much of the day to their respective reviews of current literature and known benchmarks. Assembling and reassembling as a whole, they shared and compared key points they had gleaned. Notable even at this point are some of the commonalities: an emphasis on the critical need for communication at every step of the process and information that is clear, concise, and accessible, along with education targeted to particular needs, including generational differences, of the entire spectrum of nurses. This interconnectedness of issues and interdependence of all subgroups is already quite apparent. Subgroup members are eager to tell about their work and to elicit input right now. To discuss further your interests with them in person, and to give them your input, a list of each group and its members is accessible by link from this page.

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