

# Maryland Association of Healthcare Recruiters

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## The Secret Sauce of MAHCR

Presenters

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## **The History of MAHCR**

- Originated in 1975 as BANR-Baltimore Association of Nurse Recruiters
- Goal: To pool resources and share best practices to source and hire nurses in a challenging healthcare environment.
- Committees were formed immediately- educational, task force for strategic planning- membership
- In 1995 BANR and BAHCR merged to become MAHCR
- Goal: “promote and exchange sound and ethical principles of health care recruitment”.

## **What Makes a Great Chapter?**

- Sound structure
  - Strong, passionate leadership
    - Responsive leadership
    - Smooth, reliable operations
- Consistent communication processes
  - Sustaining finances

## What do Members Want Most?

- Educational opportunities
- Networking opportunities
- Current, relevant information
  - Mentoring support
- Professional development opportunities
  - Feeling of belonging

## How do you engage members?

- Welcoming leaders
- Way to participate – BIG or small
  - Get to know members
- Long-lasting relationships with fellow members
  - Programs that give back/help others
    - **Ask them**

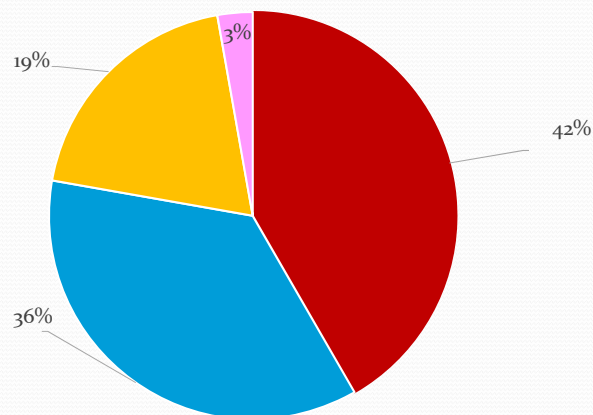
## Survey Results

Membership survey was conducted on  
“The Future of MAHCR”

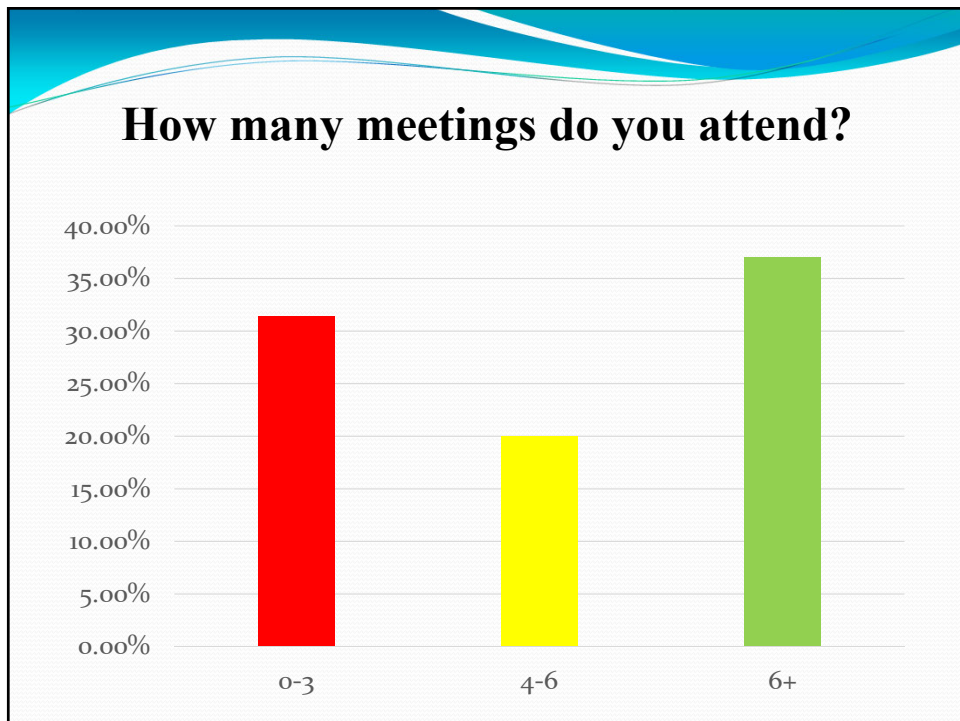
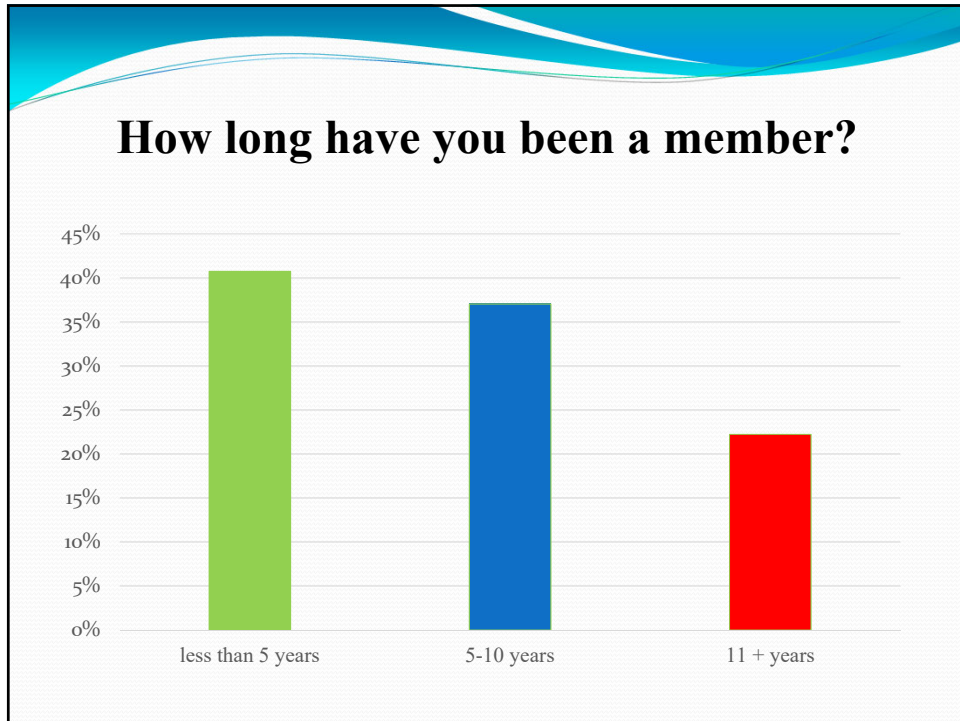
We had 35 respondents to our 10-question survey

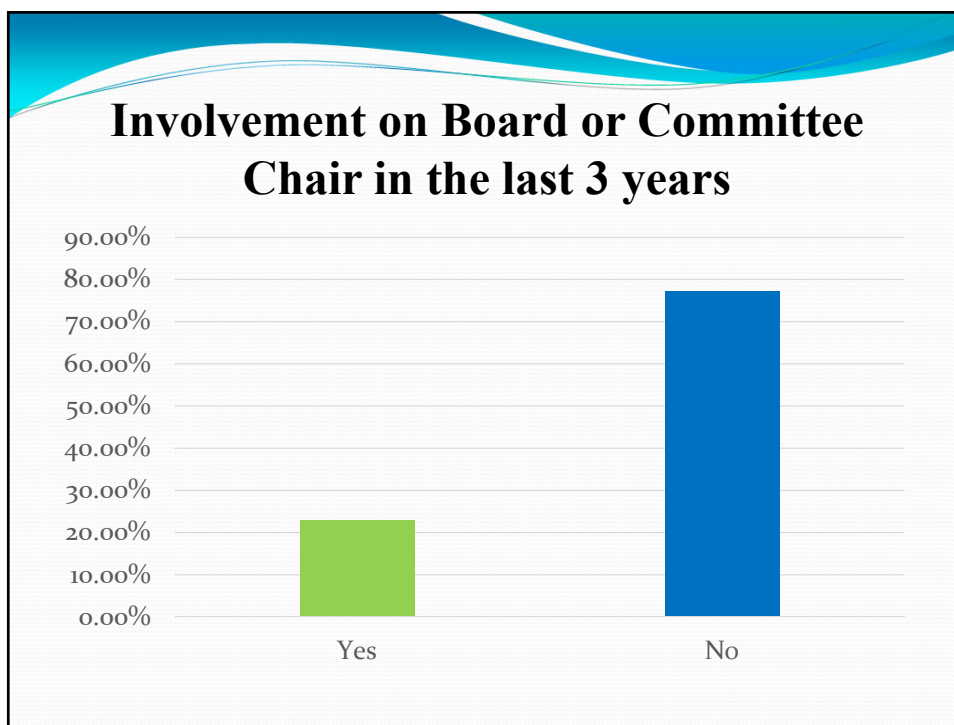
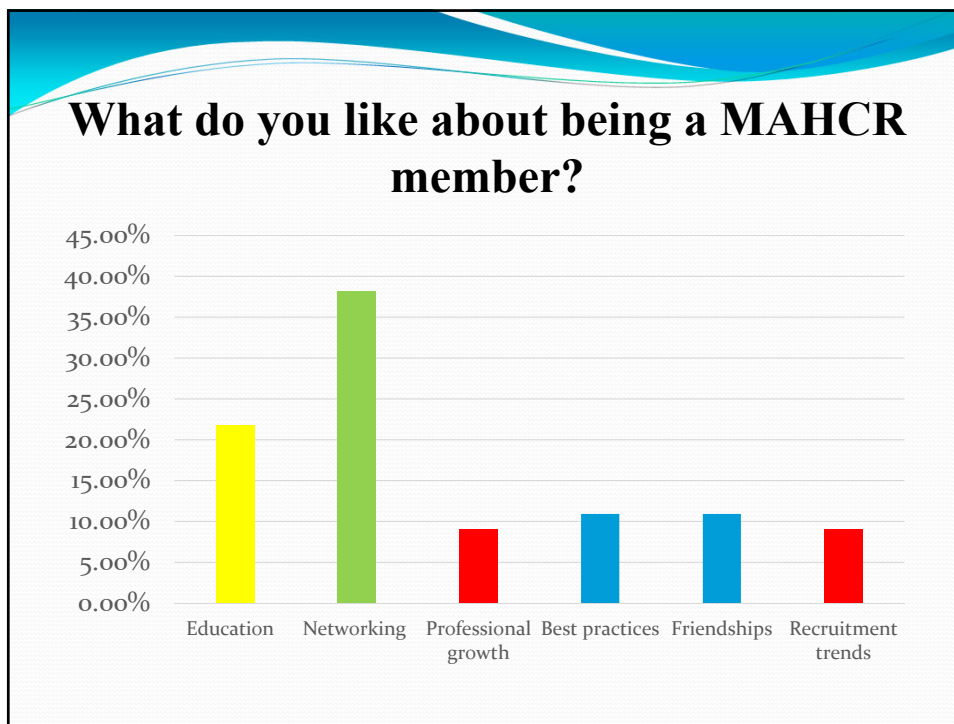
Here are some of items that demonstrate our success:

## What made you join MAHCR?



- Network
- Professional Growth and Development
- Recommendation of Recruiter
- Technology Updates





## Chapter Structure

### Board Members

- President
- Vice President
- Secretary
- Treasurer

### Committee Chairs

- Member Services
- Regional Conference
- Scholarship
- Career Day
- Student Outreach
- Website Liaison
- Social Media

## Membership Structure

- Stand Alone Facilities:
  - Less than 3 recruiters: \$150.00
  - 3 or more recruiters: \$300.00
- Facilities with Centralized Recruitment function serving 2 or more facilities: \$500.00
- Institutional member: \$500

## MAHCR Today

- Monthly Board Meeting
- Monthly General Membership
- NAHCR Involvement
- Educational Offering
- Member Involvement
- Social Activities
- Support the Community
- Round Table

## MAHCR Today Continued

- CEU's offered
- Raffles at meetings
- NAHCR Scholarship for involvement (\$1,500.00)
- Cindy Fife Award
- National Distinguished Member Award
- Chapter Gold Status Recognition- Three Times
- Chapter Platinum Status Recognition- Two Times



## Questions?



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