



National Association for Health Care Recruitment (NAHCR), the Early Years.

Patti Brady, MAS, RN, CHCR

New York Presbyterian Hospital

I had the opportunity about one year ago to do a little research on our organization. By reaching out to some long-term members, and referencing NAHCR's 20-year commitment to Health Care Recruitment and Retention booklet, I was able to gather some interesting facts about our evolution as a professional health care organization. I will share with you the growth that took place during the early years, 1975 through 1995. I hope you will enjoy reading about it as much as I enjoyed doing the research.

The organization was founded in 1975 when a small group of professionals, primarily from New Jersey and Pennsylvania, met for the first time in Philadelphia, Pennsylvania; an appropriate site for a founding location. The meeting took place during the National Student Nurse Association (NSNA) convention, at which time the group decided to call themselves the National Association of Nurse Recruiters (NANR). Over the next 20 years, the organization grew in size, structure and perspective.

In the first year as an organization, NANR had 52 members, covering eight regions. The first Annual Conference was held in Washington, DC, with 35 attendees. In 1976, the first newsletter was published. A Code of Ethics was adopted at the second annual business meeting in 1977. Membership dues were \$35, and the association's "headquarters" was each President's address (until 1980). There were 130 members by fiscal year end 1977.

In 1978, NANR held the first "Sounding Board" Workshop at the New Jersey Student Nurses Association convention. These informal sessions were held when larger recruitment functions were taking place. For the first time NANR exhibited at the NSNA convention in St Louis. Membership now at 300 members, represented 17 regions and NANR became a not for profit organization.

NANR hired its first management firm in 1979, a wise decision as membership grew to about 600 professionals. During this time, a By Laws adjustment changed the Executive Committee to a Board of Directors, Executive Board to Executive Committee and 1st Vice President to President-Elect.

In 1980-81, NANR received a grant from the American Journal of Nursing (AJN) to conduct a "Careers in Nursing" project. In an effort to introduce the profession of nursing to high school students, a symposium was held in New York City. Membership had reached 1,072. NANR started to receive national recognition via a number of publications, including *Time*, *Working Woman* and the American Hospital Associations "*Recruitment and Retention Resource Book*". Texas became the first chapter, followed by New Orleans and Northern California. The first scholarship was awarded and regional chairpersons were elected for the first time. Membership reached 1,200 professionals covering nine regions.

NANR hired its second management firm in 1982. By the mid-1980s, the organization started to transition again. NANR became NAHCR and moved to a self management model. Membership was 877 at this time.

By the late 1980s, a number of additional firsts took place, the first Mid-Atlantic Workshop was held, the first Chapter Award, the first Jane Pauley Award and the first Chapter Presidents Council took place. The third management firm was hired and membership was again growing, reaching 1,400 professionals.

In the early 1990s, there was heightened awareness of the recruiter role; Congress declared the first Tuesday of June as National Healthcare Recruiter Day (1991). The value of the recruiter role was gaining further recognition in the workplace. NAHCR published the recruiter handbook, a fantastic resource for our members. The first Chapter Workshop took place in Phoenix in conjunction with NSNA convention. Holiday Boxes were sent to Desert Storm soldiers in an effort to support community outreach. After a logo contest was conducted, the new NAHCR logo was selected and debuted at IMAGE in 1992. The new design/format of Recruitment Directions showcased in 1993. Attendance at our IMAGE Conference reached 585. By the mid-1990s, membership reached an all-time high of 2,010 professionals.

The growth that took place during the early years was significant. The organization grew in size, presence, sophistication and substance. Our leadership and members have been the driving forces behind the changes that took place over the first twenty years and today. While we are different today in terms of structure, size, and demographic composition, what remains consistent is the commitment our members and board have made to ensure the organizations' continued success. That commitment has brought us to where we stand today.

I will end with highlighting our current structure which consists of a Board of Directors in the roles of Outgoing President, President, President Elect, Vice President, Treasurer, Secretary, and four Regional Chairs: Northeast, Central, South and West. All roles are elected positions with the exception of Outgoing President and President. The membership is represented by four categories: Active Membership, Associate Membership, Institutional Membership and Federal Government Membership. Our current membership is @1000 professionals.

Noted below you will find a list of the locations of each IMAGE conference for the past 37 years and a list of the professionals who made the commitment to lead the organization on our 37 year journey. What a phenomenal group of individuals, we thank you for your service.

NAHCR IMAGE		
Year	Location	NAHCR President
2011	Raleigh, North Carolina	Lydia Ostermeier
2010	Las Vegas, Nevada	Dennis Yee
2009	Seattle, Washington	Janice Buehler
2008	Orlando, Florida	Julie Brooks
2007	Denver, Colorado	Judy Shorr
2006	Boston, Massachusetts	Carole Ricker
2005	San Diego, California	Ann Bures
2004	Pittsburgh, Pennsylvania	Pam Dellinger
2003	Las Vegas, Nevada	Wren Mclelland
2002	Marco Island, Florida	Lauren Lillie
2001	Albuquerque, NM	Jayne Kerns
2000	Washington, D.C.	Joan Orseck
1999	New Orleans, Louisiana	Pamela Jordan
1998	Marco Island, Florida	Paul Walden
1997	San Francisco, California	Carol Sullivan
1996	Chicago, Illinois	Pat D'Aurizio
1995	Orlando, Florida	Kimberly Harper
1994	Seattle, Washington	Margaret Nixon
1993	St. Louis, Missouri	Donna Vogel
1992	Miami, Florida	Sandy Haeberle
1991	San Diego, California	Niki O'Keefee
1990	Marco Island, Florida	Gail Glasser
1989	Scottsdale, Arizona	Kaye Swepston
1988	Bethesda, Maryland	Brenda Walls
1987	Cincinnati, Ohio	Karen Lindquist
1986	Kansas City, Missouri	Karen Hart
1985	Denver, Colorado	Lew Gibson
1984	Los Angeles, California	Beverly Brewer
1983	Bal Harbour, Florida	Beverlee Aaron
1982	Chicago, Illinois	Gail Crossley Long
1981	Philadelphia, Pennsylvania	Tina Filoromo
1980	San Francisco, California	Tina Filoromo
1979	New Orleans, Louisiana	Kay Morris
1978	Dallas, Texas	Jim Trygstad
1977	St. Louis, Missouri	Jim Trygstad
1976	Washington, D.C.	Preston Thompson
1975	Philadelphia, Pennsylvania	Rich Lopez
1974	Start of organization	