

# Reputation of Hospital Magnet For Attracting Nurses

ANN ARBOR — The most important single factor in attracting new nurses to a hospital staff may be the institution's reputation.

This was one of the findings made by Luis Asis, M.D., administrative resident at the 1,000-bed University of Michigan Hospital, in analyzing results of a questionnaire from a sample of 135 staff nurses there.

Nearly 29 per cent of the nurses cited "reputation" as the factor which first aroused



FATHER TOM VAUGHN, curate of St. John's Episcopal Church in Midland, famed jazz pianist, will present concerts at the Penn Theater in Plymouth on Thursday, Friday and Saturday evenings. The proceeds will be used to raise funds for the Youth Council work and the programs are sponsored by the Plymouth Youth Council.

## 7 Safety Patrollers To Attend Conference

The local area will be represented by seven local youths at the 31st Annual National Safety Patrol Rally in Washington, D.C., May 11-14.

They will be chosen from schools in Farmington, Garden City, Westland, Livonia, Plymouth and Redford.

These school safety patrollers will be among 133 boys and girls from 103 Michigan cities who will be guests of Automobile Club of Michigan on the four day, all-expense-paid trip.

## Masons To Honor New Commander

Herman A. Wademyer, newly elected Eminent Commander, will be honored at a public installation of officers of Northville Commandery No. 39, Knights Templar Saturday, April 15, at 8 p.m. in the Northville Masonic Temple.

Other officers to be installed are: Generalissimo, S. K. Ernest; R. Gartz; Captain General, S. K. Edward; D. McCarthy, P. C.; Senior Warden, S. K. August Canike; Junior Warden, S. K. George; Y. Cheng; Prelate, S. K. Walter; D. Hutchins; P. C.; Treasurer, S. K. Elfred; H. Huff; Recorder, S. K. C. Ray VanValkenburgh; P. C.; Standard Bearer, S. K. Clyde A. Lampman.

Sword Bearer, S. K. Herbert; J. Famuliner; Warden, S. K. Neil J. Seeley; Sentinel, S. K. Ward A. Cook; First Guard, S. K. Lewis Denison; Second Guard, S. K. Lee; I. Harrison; Third Guard, S. K. Roy D. Smith; Associate Captain General, S. K. Wang; J. Livingston, P. C.; Associate Prelate, S. K. Lawrence; M. Miller, P. C.; Organist, S. K. Carl E. Anderson; Representative to the Masonic Board, S. K. Herman A. Wademyer.

The installing officers include S. K. Frederick G. Kirby, Very Eminent Deputy Grand Commander, Grand Commandery, Knights Templar of Michigan; S. K. George F. MacBride, Past Commander, Redford Commandery No. 55; S. K. James W. Cullimore, Past Commander, Northville Commandery No. 39 and 34rd Degree Mason, and S. K. Bracken A. Gilmore, Eminent Commander of Traverse City Commandery No. 41, Knights Templar.

Refreshments will be served at the officers reception, immediately following the ceremony.

Elsewhere in the questionaire the sample group was asked what motivated them to apply for employment at the hospital and what suggestions they would offer to improve the recruiting of nurses.

The results show a curious reversal between what nurses say ought to be done and what actually motivated them to join University Hospital.

Seventeen per cent thought more advertising was necessary, but only 5.8 per cent said they had been recruited by advertising themselves.

At the same time 17.7 per cent said they were motivated to join the hospital because of face-to-face recruitment efforts, yet only 8.8 per cent thought a continuation of such activities would improve the recruitment picture.

Dr. Asis, who is now completing his one-year residency at U-M, is on leave from his post as administrator of one of the largest federal hospitals in Costa Rica. The training program is sponsored by University Hospital and U-M's Bureau of Hospital Administration. The nursing survey was one of several projects Dr. Asis conducted during his residency to analyze major problems in hospital administration.

He noted that the survey of nurses was attempted because "this group is the largest single department of the hospital, has one of the highest turnover rates, is one of the most difficult for which to recruit replacements, is peculiar to a hospital organization, and is the department which most directly affects the caliber of patient care."

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