

Q1 What were your primary reasons for attending the HR Academy?

Answered: 34 Skipped: 2

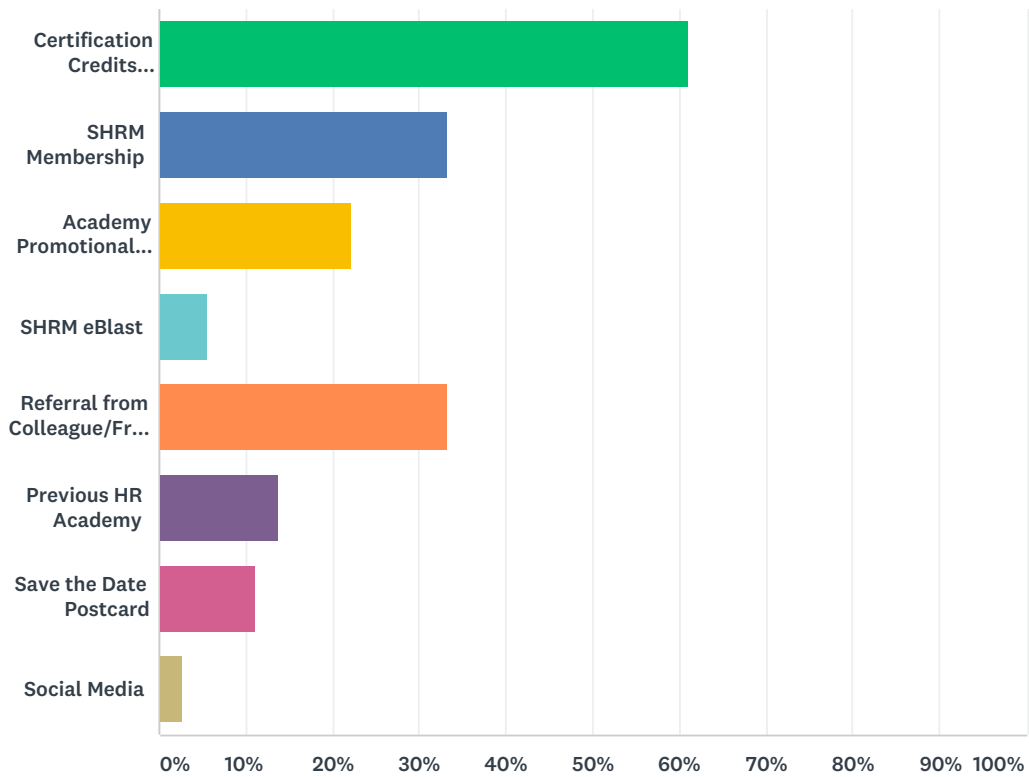
#	RESPONSES	DATE
1	I am new in role as an HR generalist after a career spent in operations and general manager roles.	4/24/2019 2:50 PM
2	My supervisor had attended in the past and thought it would be a good learning opportunity for me.	4/24/2019 2:15 PM
3	Refresh skills learned from PHR certification, and to stay updated on what's happening in the current market in relation to HR topic trends.	4/22/2019 2:11 PM
4	Certifications credits and updating HR/Laws knowledge	4/22/2019 10:42 AM
5	New legal updates, trends, and notice of things coming down the pike.	4/22/2019 10:18 AM
6	to learn more on a broader lever on HR	4/22/2019 8:15 AM
7	To stay updated on changes in laws and be sure we remain in compliance.	4/21/2019 9:24 PM
8	Education and credit	4/20/2019 9:55 AM
9	Boss had recommended me to attend	4/19/2019 3:24 PM
10	To obtain a broader overview of some areas of Human Resources outside of my current area of focus, as well as obtain idea as to how to assist my organization (innovation ideas, compliance, etc.)	4/19/2019 2:55 PM
11	Expand my knowledge in the area of Strategic HR Management	4/19/2019 11:57 AM
12	Recertification	4/18/2019 8:46 PM
13	To learn about investigation and leave laws but also learn/refresh on other HR topics	4/18/2019 4:04 PM
14	To obtain additional information, review existing knowledge.	4/18/2019 3:15 PM
15	Hoping to learn some new information, and recertification credits.	4/18/2019 12:25 PM
16	Continued education. Primarily equal pay law	4/18/2019 11:51 AM
17	overall refresher, current trends, HRCI credits	4/18/2019 11:23 AM
18	Credit. Gotta be honest here. But I was also hoping to pick up some tips, which I did.	4/18/2019 10:14 AM
19	New to the HR workforce and my organization wanted me to gain more skills and knowledge for the field.	4/18/2019 9:03 AM
20	Gaining new and updated information regarding legal changes and best practice, recertification credits.	4/18/2019 8:47 AM
21	Fill in any gaps in my HR knowledge, earn SHRM credits	4/18/2019 8:39 AM
22	Gain knowledge and network	4/18/2019 8:36 AM
23	For a refresher, to find out about new legal requirements, trending benefits, and recertification credits for SHRM.	4/18/2019 8:29 AM
24	Certification hours and as a refresher	4/18/2019 8:04 AM
25	Re-certification credits for HRCI and SHRM-CP	4/18/2019 7:57 AM
26	Broaden understanding of HR	4/18/2019 7:19 AM
27	Recertification and to hear the new updated 2019 information.	4/18/2019 6:57 AM
28	Brushing up on the basics of HR. 1 person HR department and it is difficult to stay on top of all areas of HR in this rapidly changing political climate.	4/18/2019 6:53 AM
29	To continue to learn and grow	4/18/2019 6:06 AM
30	Updates and credits.	4/17/2019 6:32 PM

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31	Recertification and updates	4/17/2019 4:50 PM
32	Interested in transitioning into the field, but currently not in HR. I was also very interested in the workplace investigation agenda item, since it is difficult to find trainings for this in our area.	4/17/2019 4:49 PM
33	Networking Hr knowledge Certification	4/17/2019 4:37 PM

Q2 Which of the following influenced your decision to attend? (Check all that apply.)

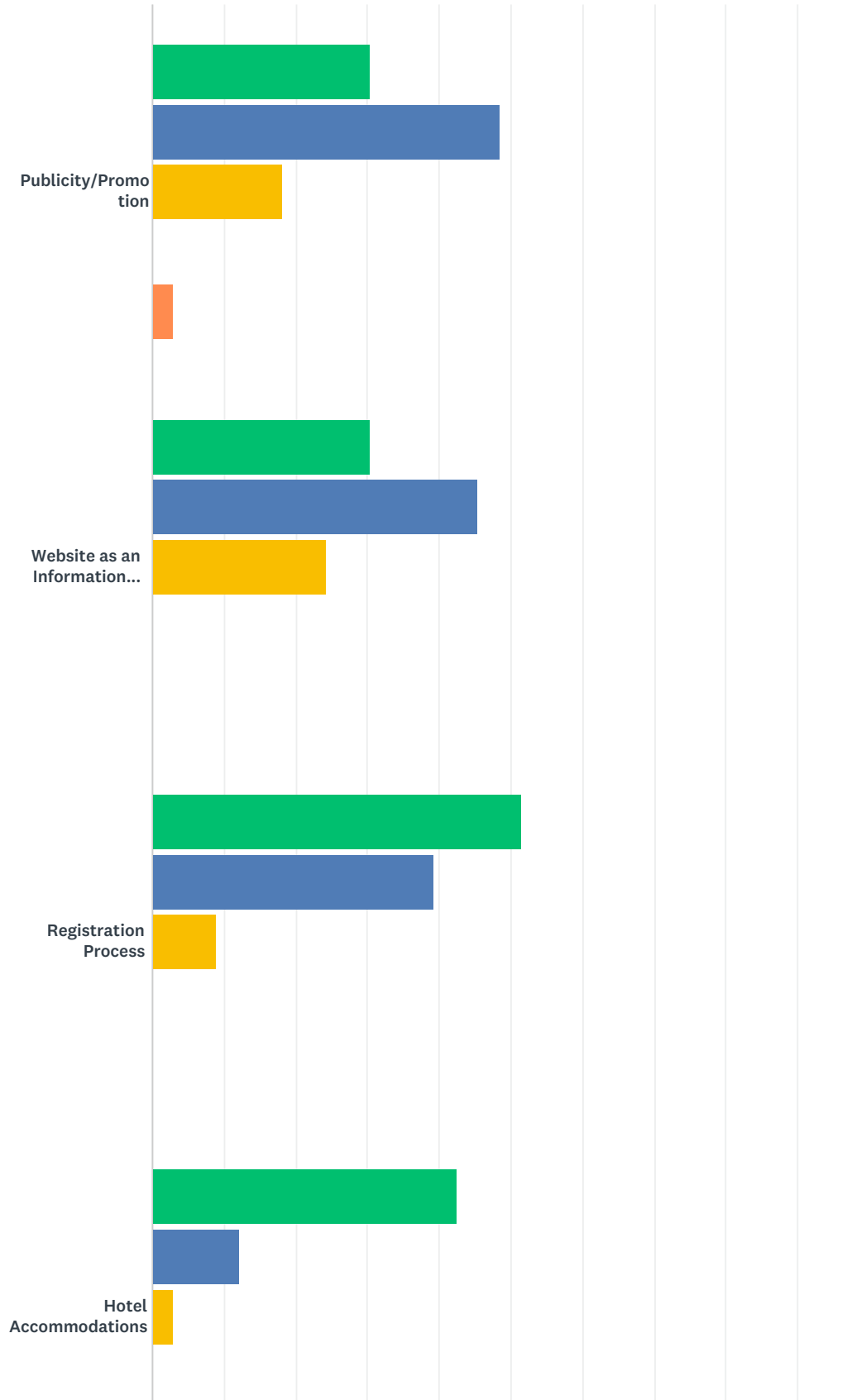
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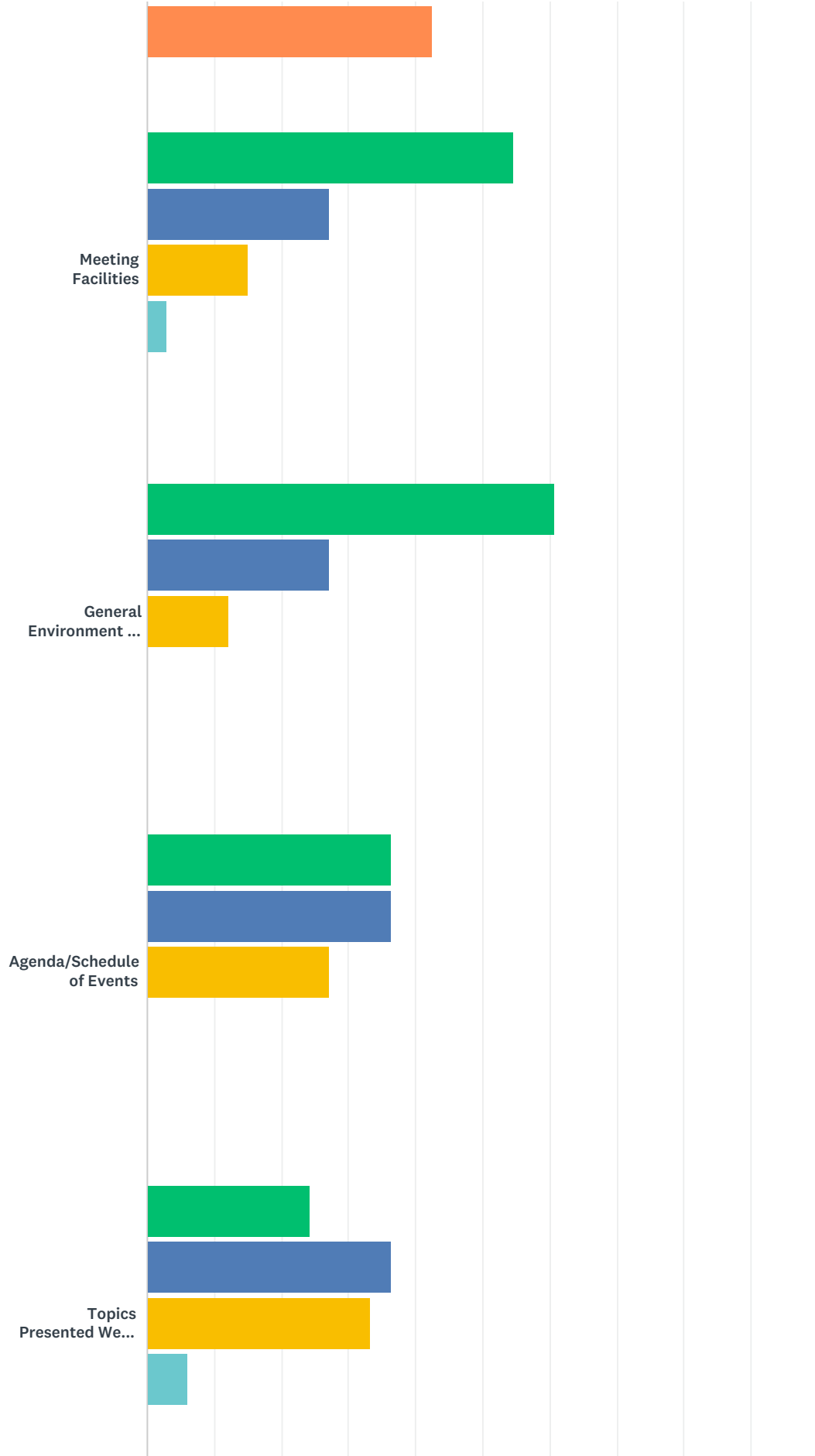
ANSWER CHOICES	RESPONSES
Certification Credits Available	61.11% 22
SHRM Membership	33.33% 12
Academy Promotional Email	22.22% 8
SHRM eBlast	5.56% 2
Referral from Colleague/Friend	33.33% 12
Previous HR Academy	13.89% 5
Save the Date Postcard	11.11% 4
Social Media	2.78% 1
Total Respondents: 36	

Q3 OVERALL ACADEMY

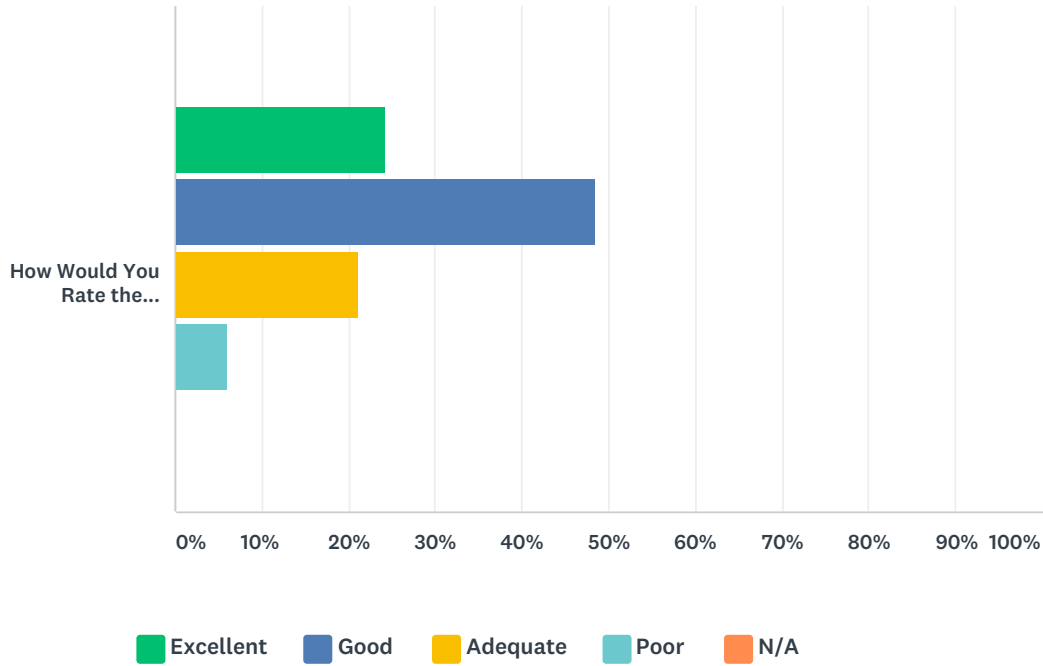
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	EXCELLENT	GOOD	ADEQUATE	POOR	N/A	TOTAL
Publicity/Promotion	30.30% 10	48.48% 16	18.18% 6	0.00% 0	3.03% 1	33
Website as an Information Resource	30.30% 10	45.45% 15	24.24% 8	0.00% 0	0.00% 0	33
Registration Process	51.52% 17	39.39% 13	9.09% 3	0.00% 0	0.00% 0	33
Hotel Accommodations	42.42% 14	12.12% 4	3.03% 1	0.00% 0	42.42% 14	33
Meeting Facilities	54.55% 18	27.27% 9	15.15% 5	3.03% 1	0.00% 0	33
General Environment of the Location	60.61% 20	27.27% 9	12.12% 4	0.00% 0	0.00% 0	33
Agenda/Schedule of Events	36.36% 12	36.36% 12	27.27% 9	0.00% 0	0.00% 0	33
Topics Presented Were Relevant to My Needs for Education	24.24% 8	36.36% 12	33.33% 11	6.06% 2	0.00% 0	33
How Would You Rate the Academy Overall?	24.24% 8	48.48% 16	21.21% 7	6.06% 2	0.00% 0	33

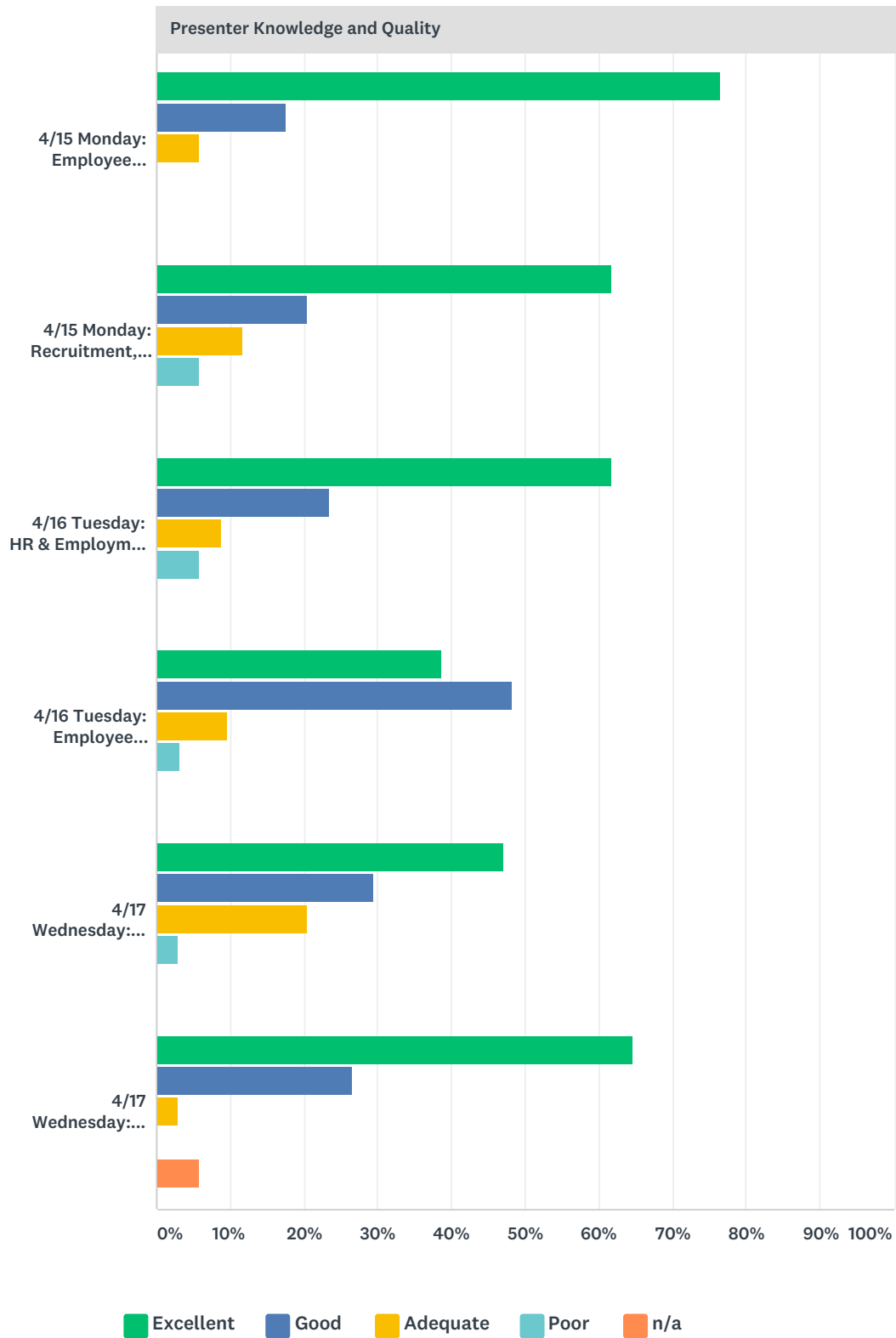
#	COMMENTS:	DATE
1	Overall the group was pretty shy, and some sort of networking mixer might be a good idea to build stronger connections between attendants.	4/24/2019 2:52 PM
2	Some things that stood out to me and influenced my scores was that the room was quite dark where the training took place. The dim lighting did not help in the area of staying awake/alert. The room was also very cold for the first two days. I also felt that the 30 minute morning/afternoon breaks was a bit extensive. I'm sure this is very helpful to those who need to catch up on some work, but to me and a few others, it felt unnecessary and a waste of time.	4/24/2019 2:21 PM
3	Topics and Speakers were very important, however if a person attends each year it is much of the same year after year including slides. Needs more updated and new information and maybe new topics.	4/22/2019 11:24 AM

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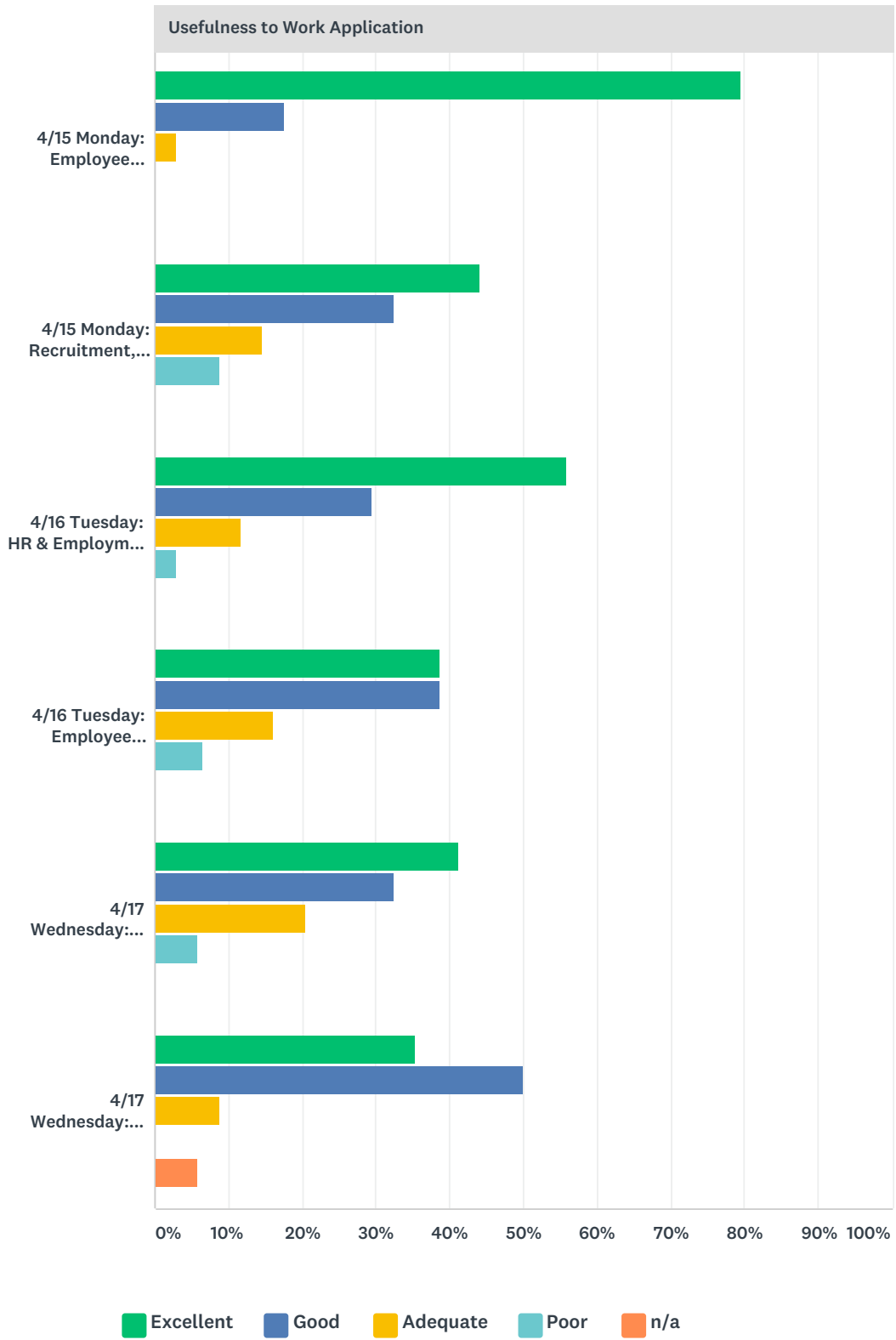
4	This course needs to be advertised as a course that caters to those who are new to HR. This is definitely a way of providing the basics and it was poorly represented as being for all depths of experience. This is probably a good course for those who are junior in their careers but was a waste of money and time for experienced professionals.	4/22/2019 10:24 AM
5	I've worked in HR for 20+ years so it was difficult sitting through some of the very basic information presented. I don't think I'll attend again in the future unless there are options or as it was mentioned perhaps broken down into basic and advanced lectures.	4/21/2019 9:32 PM
6	The last two years the topics have been about the same . would like to have fresh topics.	4/20/2019 10:04 AM
7	Thank you for the standing tables in the back. I was actually dreading sitting for 8 hours but having the ability to stand through the sessions made me really happy. I think the 30 minute breaks were too long. If they were cut into 15 minute breaks then the day could be over by 4:00 rather than 4:30. I didn't commute in but I imagine those that did would appreciate getting ahead of the traffic.	4/19/2019 3:35 PM
8	The room temperature was not well-regulated. The chairs were not comfortable at all - especially for sitting in for three days.	4/19/2019 12:02 PM
9	I feel that this conference was better organized than several national conferences (e.g., CUPA-HR, SHRM) that I've attended. Materials were obtainable in a timely manner, communications were clear, websites were operable. That all added up to a clean and efficient experience.	4/18/2019 3:18 PM
10	The Academy is great for people new to HR, or who don't do HR as the majority of their job.	4/18/2019 12:30 PM
11	I was disappointed that the same topics were presented by multiple presenters. Someone should be making sure that presenters are not speaking about the same topics	4/18/2019 12:00 PM
12	RE: the location, it was really distracting during those times when sound carried in from the a presentation next door. I support the concept of splitting future academies into beginner and advanced sections.	4/18/2019 11:32 AM
13	The event was well-planned, very organized and smartly executed. Hats off the planning & logistics team - very smooth event. Like a lot of experienced folks, so much (at least 90% or better) of the content was familiar or very familiar. That made for some pretty long days. I'm sure the more entry level folks found the content to be very useful. I wish I had attended something like this early in my career as I would have gotten a lot out of it. I heard some talk about an advanced or accelerated version of this for more experienced folks, which would be great as an option but probably difficult to make happen logistically. Also, three days is REALLY long - If I could change only one thing, it would be more, shorter presentations over no more than 2 days. By Day 3 it can feel like a bit of a slog. All the presenters were good. Some were a little more engaging and interactive than others, which helped keep folks engaged given how long the sessions were, but all of them were well-prepared and well-spoken. No weak presentations, which isn't always the case.	4/18/2019 10:40 AM
14	The overall conference was great and I had a very enjoyable time, the issues I had were with the sessions themselves as I found them to be monotonous and at times irrelevant	4/18/2019 9:07 AM
15	I do like the idea of having an introductory track and advanced track of the conference. I would utilize the advanced track.	4/18/2019 8:44 AM
16	Beginner vs Advanced options would be good. It's a pretty expensive event to go to (hotel + registration) and not gain additional knowledge	4/18/2019 8:43 AM
17	the training's were not very engaging nor did they have a ton of opportunities to share best practices throughout the day.	4/18/2019 8:03 AM
18	There was discussion of an entry level and advanced Academy. After receiving a refresher on the basics, an advanced version would be great. Since NHRMA covers OR, WA and Alaska it would be nice to devote equal time to WA law since approximately 40% of the group was in WA.	4/18/2019 7:03 AM
19	I think it might be nice to have some beginner and intermediate/advanced break out sessions on some topics.	4/18/2019 7:01 AM
20	Thank you for a great week!	4/17/2019 4:39 PM

Q4 Please rate the quality of the presentations you attended.

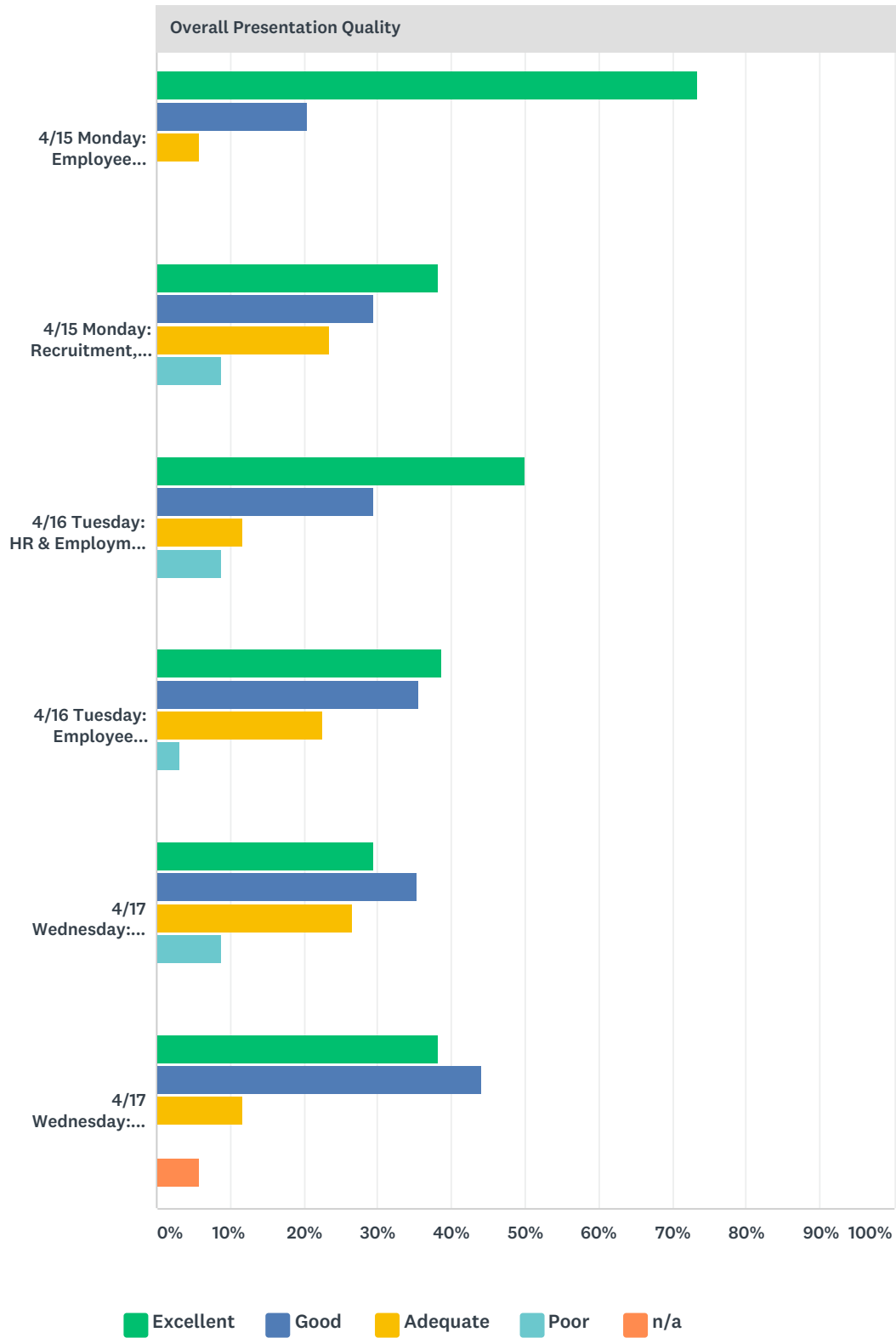
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Presenter Knowledge and Quality						
	EXCELLENT	GOOD	ADEQUATE	POOR	N/A	TOTAL
Employee Investigations with Kyle Abraham	76.47% 26	17.65% 6	5.88% 2	0.00% 0	0.00% 0	34
Recruitment, Selection & Placement with Deborah Jeffries	61.76% 21	20.59% 7	11.76% 4	5.88% 2	0.00% 0	34

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HR & Employment Law with Krishna Balasubramani	61.76%	23.53%	8.82%	5.88%	0.00%	34
	21	8	3	2	0	
Employee Benefits with Ophelia Yan	38.71%	48.39%	9.68%	3.23%	0.00%	31
	12	15	3	1	0	
Performance Management with Deborah Jeffries	47.06%	29.41%	20.59%	2.94%	0.00%	34
	16	10	7	1	0	
Compensation Administration with Judy Clark	64.71%	26.47%	2.94%	0.00%	5.88%	34
	22	9	1	0	2	

Usefulness to Work Application						
	EXCELLENT	GOOD	ADEQUATE	POOR	N/A	TOTAL
Employee Investigations with Kyle Abraham	79.41%	17.65%	2.94%	0.00%	0.00%	34
	27	6	1	0	0	
Recruitment, Selection & Placement with Deborah Jeffries	44.12%	32.35%	14.71%	8.82%	0.00%	34
	15	11	5	3	0	
HR & Employment Law with Krishna Balasubramani	55.88%	29.41%	11.76%	2.94%	0.00%	34
	19	10	4	1	0	
Employee Benefits with Ophelia Yan	38.71%	38.71%	16.13%	6.45%	0.00%	31
	12	12	5	2	0	
Performance Management with Deborah Jeffries	41.18%	32.35%	20.59%	5.88%	0.00%	34
	14	11	7	2	0	
Compensation Administration with Judy Clark	35.29%	50.00%	8.82%	0.00%	5.88%	34
	12	17	3	0	2	

Overall Presentation Quality						
	EXCELLENT	GOOD	ADEQUATE	POOR	N/A	TOTAL
Employee Investigations with Kyle Abraham	73.53%	20.59%	5.88%	0.00%	0.00%	34
	25	7	2	0	0	
Recruitment, Selection & Placement with Deborah Jeffries	38.24%	29.41%	23.53%	8.82%	0.00%	34
	13	10	8	3	0	
HR & Employment Law with Krishna Balasubramani	50.00%	29.41%	11.76%	8.82%	0.00%	34
	17	10	4	3	0	
Employee Benefits with Ophelia Yan	38.71%	35.48%	22.58%	3.23%	0.00%	31
	12	11	7	1	0	
Performance Management with Deborah Jeffries	29.41%	35.29%	26.47%	8.82%	0.00%	34
	10	12	9	3	0	
Compensation Administration with Judy Clark	38.24%	44.12%	11.76%	0.00%	5.88%	34
	13	15	4	0	2	

#	COMMENTS:	DATE
1	I thought all the presenters did a good job. Some topics were more interesting by nature, but I really appreciate those that went above and beyond to be interactive with the topics (I felt Deborah Jeffries did a great job at this).	4/24/2019 2:21 PM
2	Overall, the presentations and knowledge of the presenters was good. I was disappointed with the recruitment presentation from Deborah, as it seemed like a lot of the knowledge she presented was very basic, and in some cases even outdated. Her presentation the next day on performance management still included a good portion on recruitment, which wasn't necessary, in my opinion.	4/22/2019 2:14 PM
3	The speakers were all good! HR & Employment Law with Krishna Balasubramani and Megan Vaniman were good, however, I would have liked more law information rather than just skimming. Not everyone that attends is involved in benefit selection for their company, as many companies it is decided through corporate. More recruiting ideas in a tough market to find candidates, not just high end salary exempt, but lower starting or entry positions.	4/22/2019 11:24 AM

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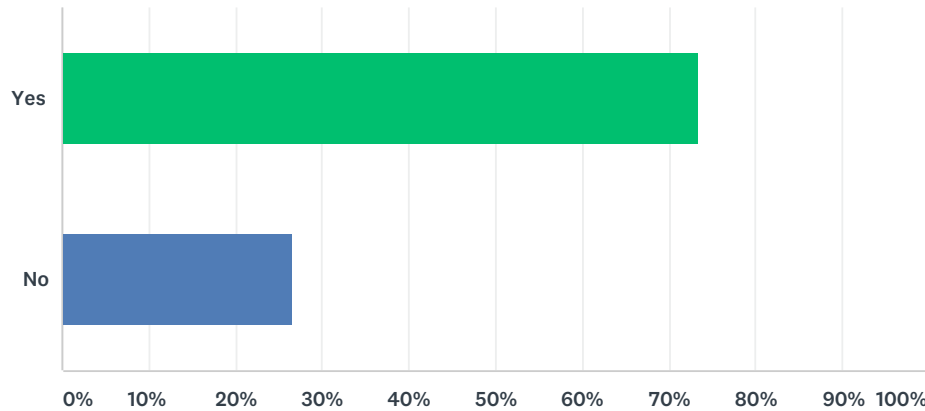
4	Deborah Jeffries has great energy and presentation was great and kept me intrigued.	4/22/2019 8:46 AM
5	All topics were of interest but it was frustrating when some of the questions asked during the HR & Employment Law were answered by I'm not sure. Particularly around the Oregon Paid Sick Leave Law. I don't feel like I have any greater understanding after attending this event. I also would have liked more down dirty details when it came to compensation and the new law in Oregon.	4/21/2019 9:32 PM
6	I feel like the questions got a little too out of hand during Deborah's presentations, especially during the Performance Management session. I understand she wants to hear everyone out but it caused her to run out of time.	4/19/2019 3:35 PM
7	I didn't feel as though I got as much out of the Recruitment presentation as we could have. It was much more of a broad overview that strayed from the planned agenda and didn't cover all topics expected. The HR & Employment Law and Employee Benefits sections were phenomenal! The knowledge I was able to obtain and bring back to my organization was extremely beneficial.	4/19/2019 2:58 PM
8	All presenters certainly knew the information well. Ophelia talked really fast and blew past some important materials. She should slow down more.	4/19/2019 12:02 PM
9	Splitting the academy based of HR level/experience-beginner, intermediate, and advance. Many were just there to receive credits and had sat through the same presentations from previous years so it was a slightly distracting for me (a beginner). There was a lot of good information that was given but a lot to retain on such various topics. Not sure if it's possible to have a presentation separately for those that have to work with union environment.	4/18/2019 4:13 PM
10	All presenters were great! I was never challenged to stay awake. That's saying a lot given how many hours were involved, and the not-always-exciting substance.	4/18/2019 3:18 PM
11	I was disappointed that several of the presentations were virtually the same as previous years. It made me feel like I was wasting time, and not learning anything new.	4/18/2019 12:30 PM
12	Speakers were great, but most information was either repeated by others presenters or it was just basic HR	4/18/2019 12:00 PM
13	Deborah Jeffries is very engaging and knowledgeable - didn't really need to hear about baseball, though. Employee Benefits presentation was too basic and I didn't trust the presenter's depth of knowledge. Judy Clark was outstanding - please keep bringing her back.	4/18/2019 11:32 AM
14	I thoroughly enjoy Debra's presentations - so energetic and enthusiastic. If I were to give her any feedback, it would be manage her time and pacing better. She ran out of time on Monday, so she spent the first hour of Wednesday's session finishing it, which only left her short for that session. Still, it's a minor complaint since she is such a fun presenter, but as a fellow trainer, it's a discipline we have to work on to keep ourselves from staying the weeds to long and losing our pace. Opelia presented well, but my two suggestions for her are to, first, stop and ask for questions or ask the group questions every so often to get or keep the audience engaged, especially with such a long presentation. My second suggestion is to PLEASE retire the phrase "at the end of the day." I quit counting them after 20. :) Again, as a trainer, we all have verbal crutches we're not aware of until someone points them out. At the end of the day, it's a relatively minor one. !!	4/18/2019 10:40 AM
15	Deborah Jefferies was an enthusiastic presenter however wen't off topic often enough that it impacted my ability to learn. The fact that she spent half of her second session covering more of the recruitment session and still not managing to cover half of both presentations was irresponsible and a waste of a good session slot.	4/18/2019 9:07 AM
16	The presenter, Deborah Jeffries, did not hold my attention. While some the information she information she shared was helpful, her presentation style was scattered and prone to going off on tangents.	4/18/2019 8:53 AM
17	Employee benefits presentation was very basic level knowledge and I didn't get a lot out of it. HR & Employment Law presenters did not give the impression of being subject matter experts.	4/18/2019 8:43 AM
18	Deborah Jefferies needed help in consolidating the information she wanted to discuss. Her PowerPoint slides were not reflective of the discussion and it was frustrating she didn't get through the material she had on 4/15 and took an hour of her 4/17 presentation to cover the previous material. At one point on Wednesday I was curious if we were even going to talk about Performance Management.	4/18/2019 8:03 AM
19	HR & Employment Law was very specific to Oregon whereas other presentations included Washington, and many attendees were from Washington or other states	4/18/2019 7:22 AM

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20	I gained reminders and new pieces of information from every presentation. You did an excellent job of choosing engaging speakers.	4/18/2019 7:03 AM
21	I was not able to hear Judy this year because I had to leave. I have heard her in the past and am sure she did an excellent job.	4/18/2019 7:01 AM
22	I love Deborah as a speaker/trainer, but I had wished there wasn't as much time at the beginning of the Wednesday's presentation spent on questions and more time spent on the information and materials she had to present. I thought Judy's presentation was good and informative, but when she first went over the laws I thought we had covered them. Then she went into detail about each one, which I thought was a little over kill and we could have done without. I wanted to go into more of what she had to present on in the packet of slides and leave the laws to the end, if there was time.	4/17/2019 4:55 PM
23	Fantastic week!	4/17/2019 4:39 PM

Q5 Overall, did the Academy meet your needs?

Answered: 34 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	73.53%	25
No	26.47%	9
TOTAL		34

#	IF NO, WHY NOT?	DATE
1	See comments above.	4/22/2019 10:24 AM
2	I don't feel as though I really gained additional knowledge. There was some good refresher information but overall I was disappointed.	4/21/2019 9:32 PM
3	Fresh topics needed. Social media law Corrective disciplinary	4/20/2019 10:04 AM
4	This was my first year attending and the information presented was more basic than what I need. It would be a good idea to offer beginner sessions and advance session as was mentioned at one point. Or even if it was split between large and small corporations. The needs of HR professionals in firms with <50 employees are vastly different than those with 500-5000 employees. BUT! overall it was a good refresher on topics I am already knowledgeable about.	4/19/2019 3:35 PM
5	Thank you!	4/18/2019 3:18 PM
6	Information presented for the most part was just basic HR and too much information repeated by different presenters	4/18/2019 12:00 PM
7	This is a qualified yes. It's what I expected, so I knew what I was signing up for (again, mainly the credits!) but I would have liked to have come away with a little more that I could use after such a long time investment. And again, kudos to the crew that made this happen. I've planned large events for my team so I have idea how much goes in the background that most folks don't see. Nice job!	4/18/2019 10:40 AM
8	The only presentation that was worth the travel and expense for my needs was the employee investigations.	4/18/2019 8:43 AM
9	It would be great if each of the presentation folks created some best practice sharing or engagement at a smaller group level that made participants group together. Even if they organized folks by industry so they could share ways or ideas on how they do things.	4/18/2019 8:03 AM

Q6 How can NHRMA improve your overall attendee experience?

Answered: 23 Skipped: 13

#	RESPONSES	DATE
1	As previously mentioned some sort of networking facilitation.	4/24/2019 2:53 PM
2	Bring on presenters that are committed to making their presentations interesting and interactive. I understand that not all topics can be taught in this way, but relying heavily on the power point/lecture does not make as big of an impact. I would also appreciate slightly shorter breaks and a brighter room for the training.	4/24/2019 2:23 PM
3	Having a wider variety of presenters would be nice, and the opportunity to pick and choose which talks to attend (based on skill and experience level) would be really nice. That way, attendees could choose to go to a beginner/basic HR knowledge presentation, and more experienced folks could choose to attend a more advanced talk - this would have more wide appeal for all attendees.	4/22/2019 2:16 PM
4	Splitting the new/beginner HR person and a more seasoned HR agenda. Topics should be geared accordingly	4/22/2019 11:24 AM
5	Advertise that the content is for beginners - be honest and clear. Don't have replication between presenters. And go into depth on new laws such as the Fair pay act (there wasn't enough time for depth or questions about this new law)	4/22/2019 10:25 AM
6	Break sessions down into understanding/ experience levels.	4/21/2019 9:33 PM
7	Please see previous answers!	4/19/2019 3:35 PM
8	An idea would be to specify the level of the presentation (i.e., for beginner, intermediate, or advance knowledge)	4/19/2019 2:59 PM
9	Better facility	4/19/2019 12:05 PM
10	Separate sessions for seasoned and entry level	4/18/2019 8:49 PM
11	Conference room temperatures are always a challenge. Thank you for trying to rectify the freezer conditions.	4/18/2019 3:19 PM
12	I think most attendees would have preferred to have 15 minute breaks in the morning and afternoon, and to finish at 4pm instead of the 30 minute breaks. Traffic at the end of the day from the airport is difficult.	4/18/2019 12:38 PM
13	Make sure presenters aren't talking about the same subjects	4/18/2019 12:02 PM
14	Covered previously. 2 days would be SO much better than 3.	4/18/2019 10:48 AM
15	Work more with the session leaders in time management and topic coverage. Maybe shorten sessions to only be 1.5 hours and split up more. I think the academy could really benefit from splitting informational sessions by experience.	4/18/2019 9:12 AM
16	Separate tracks for introductory and advanced HR professionals. More focused sessions for advanced professionals could focus deeper on one area instead of "overviews": Oregon Pay Equity Act, labor relations (union negotiations), fiduciary responsibility of employer (retirement plans), paid sick leave laws, ADA accommodation	4/18/2019 9:06 AM
17	N/A	4/18/2019 8:45 AM
18	find ways to have folks from similar industries get together and learn about what their best practices are or encourage the presenters to do it. i.e. what works in manufacturing may not work in public employment so sharing things at a larger group level is kind of a waste of time.	4/18/2019 8:08 AM
19	This was my first Academy. I regret that and will be a stronger salesperson to our local chapter. There was some redundancy in Accommodation. Perhaps a stand alone session on workplace accommodation and how it interplays with leave. Mike Moses, Disability Manager at Portland Keiser Permante is an excellent instructor.	4/18/2019 7:10 AM

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20	It was a great experience, this is my favorite HR Conference to attend. I like the feel of the whole conference, the networking and the topics are always relevant. It would be nice in some instances to have a beginner and an intermediate session so the beginners get more basic and the intermediates dive into it a little deeper. I really have no complaints, ya'll do an excellent job! Thank you!	4/18/2019 7:04 AM
21	Shorter breaks to end the day earlier	4/18/2019 6:12 AM
22	I thought it was great and appreciated the information.	4/17/2019 4:57 PM

Q7 Suggestions for future topics or presenters:

Answered: 17 Skipped: 19

#	RESPONSES	DATE
1	Inclusion and diversity, also corporate community outreach	4/22/2019 2:16 PM
2	More Oregon Law for employers	4/22/2019 11:24 AM
3	Newer laws or changes are always important.	4/21/2019 9:33 PM
4	Social media Disciplinary process Legal compliance	4/20/2019 10:05 AM
5	Continue with employment law topics... Perhaps touch more on upcoming legislation that might impact the industry.	4/19/2019 12:05 PM
6	Unions-how HR is affected by them. Union benefits, legal, etc.	4/18/2019 4:15 PM
7	Perhaps presenters can check each others materials to avoid lots of repetition.	4/18/2019 3:19 PM
8	If the topics are going to remain the same for "academy" purposes, I would recommend inviting different presenters to at least provide a different perspective.	4/18/2019 12:38 PM
9	More senior HR topics	4/18/2019 12:02 PM
10	Could probably have a whole session on the Equal Pay Act. More advanced (or even accelerated) versions of what was offered already. A session on "financials for HR folks" would be very interesting - how many of us can confidently read a P&L or balance sheet? Along those lines, a session on how to think and act strategically and outside of the traditional HR lanes. Maybe even offer a split session - one for large employer HR folks and one for "HR Dept of One!" folks.	4/18/2019 10:48 AM
11	I really enjoyed workplace investigations and legal HR so maybe more topics that are a little more specific and nuanced than the broad Benefits or recruiting as those topics can be so large it impacts the ability for the presenter to not get lost and overwhelmed.	4/18/2019 9:12 AM
12	Steven Schuback, PRH Labor Law - labor relations	4/18/2019 9:06 AM
13	Union related topics, difficult conversations.	4/18/2019 8:45 AM
14	maybe more train the trainer types of presentations. how to train managers and supervisors or topics to cover that can make a difference with regard to educating managers and supervisors. have the presenters certify the HR folks in delivering manager training or something like that.	4/18/2019 8:08 AM
15	More advanced topics along with more scenarios, real world issues kept me interested.	4/18/2019 8:07 AM
16	Rick Howell does an excellent presentation on Finance for HR.	4/18/2019 7:10 AM

Q8 Suggestions for future Academy venues or locations:

Answered: 16 Skipped: 20

#	RESPONSES	DATE
1	Portland convention center is nice.	4/22/2019 2:16 PM
2	N/A	4/22/2019 11:24 AM
3	Seattle, WA	4/19/2019 2:59 PM
4	Bend, Oregon - Riverhouse Convention Center - great destination for folks. If not there, rotate through various cities to mix things up for attendees.	4/19/2019 12:05 PM
5	Portland is a great venue.	4/18/2019 3:19 PM
6	I understand the ease of the airport area. However, the conference rooms at this particular hotel are not very soundproofed from the rooms next door. For the sessions in which there was an event in the room next door, it was distracting at best, and impossible to hear our own presenters at worst. I highly recommend making sure the room next door is empty at this venue to combat that issue.	4/18/2019 12:38 PM
7	Venue was fine and location were fine	4/18/2019 12:02 PM
8	Location is very convenient - airport, max, freeways. Some minor gripes - bathroom floors were sticky (eww!) and ran out of paper towels, hot water for tea was really lukewarm at best, a little alarming when the light cover swung open at the beginning of Judy's session - thank god it didn't completely fall or it would have likely hit and hurt someone. Not reasons to change the venue, but maybe ask for a little better attention from the staff. The Embassy charges a fortune (I know, I've booked them in the past), so we should get top shelf service. Oh, and thanks for validating the parking. A pay parking lot is a new "feature" since I was last there.	4/18/2019 10:48 AM
9	I thought this location was great and very accessible for those flying in. Only suggestion is maybe somewhere with more dinner food options in the future.	4/18/2019 9:12 AM
10	N/A	4/18/2019 8:45 AM
11	none, I liked this venue and location.	4/18/2019 8:08 AM
12	Thought the location was great and the food was good.	4/18/2019 8:07 AM
13	I'm from Eastern WA and wasn't able to get to Spokane. I appreciated that you had a location closer to me.	4/18/2019 7:10 AM
14	I love it here at the Embassy Suites, it is a nice hotel and so easy to get to for those of us having to travel.	4/18/2019 7:04 AM
15	I like the Portland/Metropolitan area because it's convenient.	4/17/2019 4:57 PM

Q9 Suggestions for changes or improvements to future Academies:

Answered: 11 Skipped: 25

#	RESPONSES	DATE
1	More topics, a day in the life of HR problem solving	4/22/2019 11:24 AM
2	I was surprised that this academy was just a repeat of last year's. Had I known it was going to be the exact same, I would not have attended. I would recommend either mixing up the topics, or mixing up the presenters so that different information gets presented. This will keep it fresh.	4/18/2019 12:38 PM
3	good idea to split into beginner and advanced versions.	4/18/2019 11:32 AM
4	Covered above. Thanks again.	4/18/2019 10:48 AM
5	n/a	4/18/2019 9:12 AM
6	N/A	4/18/2019 8:45 AM
7	I have addressed the things identified in various other sections.	4/18/2019 8:08 AM
8	I really enjoyed the Academy. I appreciate the hard work! I also appreciated the willingness of NHRMA board members to help me with questions on meeting set-up and logistics for my local SHRM board!	4/18/2019 7:10 AM
9	I should have waited until here to suggest beginner and intermediate breakout sessions. :)	4/18/2019 7:04 AM
10	Possible separation of attendees who want to learn vs those just there for credits A higher level of respect for speakers. People were walking out of the last session.	4/18/2019 6:12 AM