

Oregon HR Academy, April 2016 Evaluation

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

Answered: 34 Skipped: 11

#	Responses
1	To learn more about Human Resources, I am new to the field and wanted a higher level understanding of the different competencies.
2	Learning about best practices and trends in HR.
3	I am starting a career in HR.
4	Continuing education towards CP certification.
5	Get updated on Laws and what is new and trending.
6	Obtaining information on new laws and ideas of how to better the programs that my employer already has in place. Large incentive were the credits being given for attending.
7	Learn what's new and gain tools to use in workplace.
8	Recertification Credit
9	To learn about HR related topics
10	I want to keep up with all the changes to ensure we're in compliance.
11	To learn about new changes in HR and continue education in a variety of areas.
12	to learn more about HR issues and to network with other HR folks
13	Get up-to-date best practices ideas.
14	Continuing Ed credits
15	PHR and SHRM-CP recertification credits
16	For new ideas, credits, networking
17	Furthering HR skills
18	To extend my knowledge in HR in order to advance to a high position in the company.
19	Updates, information and CEU's
20	Education and recertification credits
21	CEU's towards SHRM-CP
22	Maintaining certification credits and hearing the legislative updates.
23	It was a local CE opportunity. Which made it easy for me to attain the credits I needed this year and still have the opportunity to learn my new job.
24	To learn more about HR, and the new laws/changes that are coming down the pike.
25	Updates to the legal arena and what laws/regulations have changed/are changing. Recert credits
26	Legal updates
27	To keep my skills current, credits for certification, network with HR professionals
28	I wanted to learn best practices for what we did every day. I also wanted recertification credit for my SPHR.
29	To learn more in depth information and also updated information.
30	I learn more about HR as I am fairly new to the profession. CE credits are great as well, but not my primary reason.
31	Topics
32	Update and refresher on changes impacting HR, Networking, Credits, etc.
33	legal updates & credit to maintain my PHR & SHRM-CP credentials.
34	To ensure our agency is in compliance and with recent changes in staffing the HR duties for our agency have had to be shifted.

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

Answered: 45 Skipped: 0

Answer Choices	Responses	
Certification Credits Available	51.11%	23
SHRM Membership	35.56%	16
Academy Promotional Email	24.44%	11
SHRM eBlast	2.22%	1
Referral from Colleague/Friend	26.67%	12
Previous HR Academy	24.44%	11
Save the Date Postcard	31.11%	14
Social Media	2.22%	1
Total Respondents: 45		

Q3 OVERALL ACADEMY

Answered: 45 Skipped: 0

	Excellent	Good	Adequate	Poor	N/A	Total
Publicity/Promotion	17.78% 8	71.11% 32	11.11% 5	0.00% 0	0.00% 0	45
Website as an Information Resource	20.00% 9	62.22% 28	13.33% 6	4.44% 2	0.00% 0	45
Registration Process	44.44% 20	51.11% 23	4.44% 2	0.00% 0	0.00% 0	45
Hotel Accommodations	15.56% 7	37.78% 17	6.67% 3	2.22% 1	37.78% 17	45
Meeting Facilities	13.64% 6	43.18% 19	31.82% 14	11.36% 5	0.00% 0	44
General Environment of the Location	13.33% 6	64.44% 29	15.56% 7	6.67% 3	0.00% 0	45
Agenda/Schedule of Events	36.36% 16	52.27% 23	6.82% 3	4.55% 2	0.00% 0	44
Topics Presented Were Relevant to My Needs for Education	26.67% 12	46.67% 21	22.22% 10	2.22% 1	2.22% 1	45
How Would You Rate the Academy Overall?	20.00% 9	64.44% 29	13.33% 6	2.22% 1	0.00% 0	45

#	Comments:
1	The temperature of the room was really too cool but bringing a fleece helped. The lunches were excellent as was the service. The acoustics could have been better especially with presenters who have softer voices.
2	Even though conference room had issues (cold, hot, fumes), I felt that hotel staff were very responsive.
3	I think the speakers were good, some better than others. The topics were separate, but all of the presenters touched on some of the same materials, like "stay interviews". No new information shared each time. The meeting space was pretty good, but the second and third day had something in the HVAC system that made the place smell like glue. That was bad. And the bathrooms were not well kept, only 2/6 sinks had soap, and they were just kind of not maintained through the day.
4	The facility was under some renovation which caused distractions and the fumes were terrible, especially during the last presenter of the conference. The topics on HR Employment Law, REcruitment, Selection and Placement, and the Legislated Environment were very useful, the others not so much. Seemed to me that there was a lot of redundancy in topics "Stay Interviews", this must be a new hot term.
5	I understand remodeling, but the day of fumes, was really difficult and gave me a headache. It was appreciated when the hotel moved us to the 12 floor. The morning sessions could have had a small snack as the breakfast was light.
6	The Wednesday and Thursday afternoon sessions were disappointing. The topics were relevant but the information presented was not really tailored to the audience. All the other sessions were really good.
7	the glue smell on two of the days made me feel ill, I realize you had no control of that but had to rate down the environment due to that.
8	Although there was a problem with the meeting room during the last day, the hotel did adjust by providing a new room.
9	Even though we had the problems with the terrible fumes on the last day, everything else was great There was a lot of attention from hotel and NHRMA to get the classroom moved to a better location on a tight timeline.

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10	The food at the Hilton was OK at best. Also, it seemed like they didn't put new linens on our table day to day and hadn't cleaned the carpets in years which caused me to have some allergy problems.
11	Overall the Academy was good. I learned some new things which is always great! I do feel some of the sessions were more basic/101 type sessions. As a Senior HR professional, they were not as interesting or relevant. I don't know if it's possible to have multiple levels of the Academy or not, but it's probably something worth researching. Perhaps something similar to the PHR/SPHR, CP/SCP models.
12	Would recommend letting attendees know the lunch menu for the day. So if there was an item offered that was not something they would normally eat they could take the opportunity to find another lunch option.
13	Registration process should include a line that says, What do you want on your badge? as I missed my credentials and my home email was published with the attendee list. Personally, I liked Eugene. It was a smaller venue and allowed me to meet and network better than other conferences. The hotel restaurant was great -- the afternoon meals too heavy (chicken for our table was overly dry and beef the next day too tough to chew).
14	The chemical odor Thursday was pretty bad, but up until then the environment was good.
15	Academy educational wise was good. The location was a struggle, too cold, dirty, breakfast removed too early each day (keep through break), terrible smell on Thursday and movement of last session, which included hammering! Many presenters covered the same topics ... overall thought into agenda. And, provide copies of agenda itself. We had to wait an extra hour on Wednesday for the presenter ...
16	The hotel room and food were fine. The room was overly cold, so much so that it was uncomfortable. And the hotel's slow to action on the toxic fume was unacceptable. It was clearly dangerous and toxic. This conference was a huge disappointment. It should have been classified as a Level 1 or Foundational course for people new to HR, or for people who work in very small businesses. I work for a large company. We have a compensation team and a separate benefits team, as well as a leave of absence/return to work team. I have no say in what our comp strategy is, let alone the freedom to build one on my own. I'm unsure why this was part of the course. The presenter for Recruiting was so high level that unless you had never recruited, it was not useful. Also, why have him spend time on branding? How many of us in the audience have a say in what our brand is? The employment law attorney was an excellent presenter, however even her information was basic. This course should have been marketed differently.
17	The meeting facility obviously has some issues the afternoon of the last day, but the hotel seemed to accommodate and care. I also GREATLY appreciated the gluten free food options. This was great.
18	The presenter on Wednesday afternoon was terrible. Her information was not relevant, and she did not know her information well enough to explain it.
19	Location was not great.
20	Because I attend primarily to learn about HR law updates and for continuing edu credit to maintain my PHR / SHRM-CP certifications, I would be more interested in having the legal updates @ the front of the presentation vs. at the end.
21	The Academy overall was very informative and provided me with some useful information to take back to my team. The facility was good overall except for the bad odor on Thursday afternoon but the hotel and NHRMA staff worked very hard to make it better which was much appreciated.

Q4 Please rate the quality of the presentations you attended.

Answered: 45 Skipped: 0

Presenter Knowledge and Quality						
	Excellent	Good	Adequate	Poor	n/a	Total
Tuesday, 4/19: HR Employment Law with Jennifer Bouman-Steagall	93.33% 42	4.44% 2	0.00% 0	0.00% 0	2.22% 1	45
Tuesday, 4/19: Recruitment, Selection and Placement with Dennis Carr	46.67% 21	37.78% 17	13.33% 6	0.00% 0	2.22% 1	45
Wednesday, 4/20: Performance Management with Jenna Reed	46.67% 21	46.67% 21	6.67% 3	0.00% 0	0.00% 0	45
Wednesday, 4/20: Compensation Administration with Laurie LaRiche	15.56% 7	33.33% 15	26.67% 12	22.22% 10	2.22% 1	45
Thursday, 4/21: The Legislated Environment with Jennifer Bouman-Steagall	93.33% 42	6.67% 3	0.00% 0	0.00% 0	0.00% 0	45
Thursday, 4/21: Employee Benefits with Ophelia Yan	28.89% 13	53.33% 24	13.33% 6	0.00% 0	4.44% 2	45
Usefulness to Work Application						
	Excellent	Good	Adequate	Poor	n/a	Total
Tuesday, 4/19: HR Employment Law with Jennifer Bouman-Steagall	82.22% 37	8.89% 4	6.67% 3	0.00% 0	2.22% 1	45
Tuesday, 4/19: Recruitment, Selection and Placement with Dennis Carr	42.22% 19	42.22% 19	8.89% 4	4.44% 2	2.22% 1	45
Wednesday, 4/20: Performance Management with Jenna Reed	37.78% 17	51.11% 23	8.89% 4	2.22% 1	0.00% 0	45
Wednesday, 4/20: Compensation Administration with Laurie LaRiche	8.89% 4	35.56% 16	33.33% 15	20.00% 9	2.22% 1	45
Thursday, 4/21: The Legislated Environment with Jennifer Bouman-Steagall	82.22% 37	13.33% 6	4.44% 2	0.00% 0	0.00% 0	45
Thursday, 4/21: Employee Benefits with Ophelia Yan	17.78% 8	48.89% 22	26.67% 12	2.22% 1	4.44% 2	45
Overall Presentation Quality						
	Excellent	Good	Adequate	Poor	n/a	Total
Tuesday, 4/19: HR Employment Law with Jennifer Bouman-Steagall	82.22% 37	15.56% 7	0.00% 0	0.00% 0	2.22% 1	45
Tuesday, 4/19: Recruitment, Selection and Placement with Dennis Carr	35.56% 16	48.89% 22	8.89% 4	4.44% 2	2.22% 1	45
Wednesday, 4/20: Performance Management with Jenna Reed	33.33% 15	57.78% 26	6.67% 3	2.22% 1	0.00% 0	45
Wednesday, 4/20: Compensation Administration with Laurie LaRiche	4.44% 2	26.67% 12	35.56% 16	31.11% 14	2.22% 1	45
Thursday, 4/21: The Legislated Environment with Jennifer Bouman-Steagall	86.67% 39	13.33% 6	0.00% 0	0.00% 0	0.00% 0	45
Thursday, 4/21: Employee Benefits with Ophelia Yan	15.56% 7	55.56% 25	22.22% 10	2.22% 1	4.44% 2	45

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#	Comments:
1	I was disappointed with the Compensation presentation on 4/20/16. The presenter was an hour late because she thought her presentation was the next day and it ended 30 minutes early. We flew through the presentation and some of the concepts were a bit challenging. I would have liked more explanation or a demonstration. We did work on examples of creating a pay range, but it all felt rushed and like the group had to ask a lot of follow up questions. I am just disappointed because this was one of the sessions I looked forward to most and it definitely came across that the presenter didn't realize the presentation was that day.
2	There was some overlap from one presentation to the next but that was not necessarily a negative. They all tied together nicely with an emphasis on engagement and customizing your recruitment/branding, benefit package to meet the needs of your employees and your organization. I thought all the presentations offered strategies to achieve employee engagement at your organization, it is really about how you treat and interact with your employees.
3	Wednesday afternoon was rough. Maybe not ready to present for this large of a group for the length of time. The presenter was an hour late due to her scheduling error, and then we were finished 30 mins early. A really important topic too!
4	Several presenters covered the same material; in the future it would be helpful if they have knowledge of what others are presenting to prevent overlap.
5	Overall I was pleased with the presentation and really enjoyed Jennifer, Jenna. I was very disappointed in Laurie and felt I really didn't learn much although really needed to learn more about compensation.
6	The presenter of the Compensation session was terrible. Low energy, boring, low level overview on compensation. Nothing new or interesting communicated. People were walking out or talking about how bad it was. Half the attendees could've done a better presentation on compensation. An experienced crowd wants to learn something they don't already know well. This was Comp 101, and a very bad presentation of it. Hopefully she will NOT be a part of HR Academy's to come.
7	Wednesday, Laurie LaRiche discounted our time by being over one hour late and seemed unprepared. Her excuse that she thought she was scheduled at another time was just an excuse that an employer would not accept. In addition, she didn't seem to even know her own material and failed to answer any questions. I heard many others at lunch the next day express the same feelings. I would not sit through another presentation with her. On the other hand I absolutely love the presentations that Jennifer Bouman-Steagll does. She is lively and engaging, and most of all knowledgeable.
8	Jennifer did well in her classes, very up-beat with a lot of information. Dennis lost points with me (and others I spoke with) by using his presenter position to make political statements. Ophelia suffered from things that weren't her fault (after lunch on the last day and moving the classroom) All in all, very well done.
9	A few circumstances probably interfered with the presentations for Ms. LaRiche and Ms. Yan. But overall good presentations. I hope Mr. Carr's printed handouts are available online. Several of his handouts were blank in spots or too small to read.
10	During the Employee Benefits presentation the facilitator kept calling it the "Lactating Law" or "Nursing Law". This is incorrect. We don't have to allow an associate to nurse her baby at work. The actual law "Rest Periods for Expression of Breast Milk" for pumping of milk.
11	There were a lot of overlapping topics between the presenters. Laurie LaRiche presentation fell incredibly flat. She was not engaging, seemed to not know her material well or have the ability to teach it. It was perhaps one of the worst conference presentations I've witnessed. The material however has great relevance to our work. Jennifer Bouman was phenomenal through and through. Dennis Carr's presentation attempted to share TOO MUCH information and therefore taught less overall in the process. Perhaps the presenters should be subject matter experts. Dennis, a Chief HR Officer, wasn't the Recruiter expert I would have wanted in a Recruiting presentation, for example. Same with Laurie LaRiche.

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12	<p>All the presenters knew their material. The differences in delivery was huge. Jennifer and Dennis are clearly extremely competent and confident in their presenting skills. They are able to read their audience and adjust accordingly. It's unfortunate that Laurie was late as I believe that impacted her presentation a great deal. Ophelia knew the material but basically read from a script and had no clue how her audience was reacting or participating. The unfortunate odor from the roof repair did not help her situation. Jenna was good overall.</p>
13	<p>There was some information that crossed from one presentation into the next. I would recommend that the presenter get to share their information, so that time could be better focused on and item not crossed.</p>
14	<p>I'm sorry -- my intent is to offer candid and useful feedback and do apologize based on the poor ratings. Jennifer was well known to many of the attendees. Her second session was far more useful as we have fewer stories and more information that I could directly apply. Dennis is an excellent presenter but he doesn't know the real world of talent acquisition. He should not speak on this topic and it is unfortunate if he is educating community college students as they will not be prepared to deal with today's expectations of a recruiter. Laurie's information might have been good but difficult to know due to the schedule mix-up. All-in-all, the sessions should have been billed as foundation building or beginner courses.</p>
15	<p>There was some content overlap between presenters. I did not find Dennis Carr's presentation to be very engaging or useful. Ophelia had some misinformation in her presentation. Jennifer Bouman-Stegall was excellent.</p>
16	<p>Laurie LaRiche, was too low-key. Couldn't hear a lot of what was said. Rushed ... Ophelia Yan, too much detail. Discuss the all benefits, but focus on relevant issues.</p>
17	<p>NA</p>
18	<p>Jennifer Bouman-Stegall is a rock star. Perfect to begin and end a conference with.</p>
19	<p>Ophelia was good but the information was very basic.</p>
20	<p>The Wednesday afternoon session was not what I expected. Wish it would have been more indepth on the subjects, however because their may have been some underlying reason for the confusion of scheduling the presenter may not have been fully prepared and therefore a little off track. She tended to wander a bit and glossed over most of the material very quickly.</p>

Q5 Overall, did the Academy meet your needs?

Answered: 45 Skipped: 0

Answer Choices	Responses	
Yes	95.56%	43
No	4.44%	2
Total		45

#	If no, why not?
1	I not only attended but pulled one of my staff out to attend using my past experience with NHRMA and believing there would be higher level content. Again, my apologies for the candid response and I do hope this is useful to planning the next event.
2	Besides the hotel issues and issues with overlap, I overall did learn. I met some great professionals.
3	Again, it was an extremely foundational and overly general course. This was not geared towards anyone who has been in HR for a year or more.

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Q6 How can NHRMA improve your overall attendee experience?

Answered: 24 Skipped: 21

#	Responses
1	I thought the experience was great. I would just say to keep the topics and presentations relevant, like they were, for future conferences.
2	I actually attempt to attend as many as possible. It is all about time and how much you have available. ACA reporting and keeping up on the D.O.L. Overtime/Exempt ruling, Oregon Sick Leave etc. have made it difficult to get away. For us having the HR Academy in Eugene versus Portland or Seattle was really helpful.
3	Schedule a 2 hour happy hour mixer at the end of day 1 to provide another opportunity to meet attendees.
4	I think it would be good to do some break out groups of veterans and rookies, maybe during lunch it could be suggested we pair up with someone in that way (like mentor/mentee relationships could be cultivated?)
5	Offer a select if one of the meals is Salmon. Not everyone can eat fish. I prefer options. I loved the location in Eugene.
6	Presenters need to tailor their presentation to the audience. It shouldn't be a sales pitch, etc. There needs to be practical takeaways for the attendees that they could put into action back at the workplace.
7	Having an agenda would be helpful. Parking was a challenge on the last day. It would be helpful to include what is on the menu for each day.
8	Keep the presentations interesting, i.e. keep the topics about changes, new developments, etc. These are mostly seasoned professionals attending, not beginning HR personnel. We want to know what's new, what's developing, trends, legislative changes, etc. If presentations are more "beginner", they should be advertised as such.
9	The hotel was expensive. I would have thought we could get better rates \$174 a night seemed excessive.
10	n/a
11	Align presentations so there is less redundancy - Stay interviews was presented at least 3 times. FLMA and ACA covered twice as well. Having the presenters focus on "what's new" in their HR area would be very helpful! Covering what we all already know through our HR practice or certification criteria, some topics seemed to be general HR which is not useful.
12	I think you guys did well.
13	I cannot think of anything. I presume the late arrival of one presenter and the terrible fumes were really out of NHRMA's control. Other than these things, it was an enjoyable and informative conference.
14	If a presenter is speaking for 3 hours, they really need to be engaging, like Jennifer B.
15	Please see previous comments re levels of training.
16	Maybe a couple lunch options for attendees.
17	There needs to be a clear and explicit ranking of the material -- if it is entry level, it should state it as such. Presentation material should be reviewed for duplication - several presenters overlapped and content was repeated.
18	Review for content overlap.
19	Provide a clear agenda in advance Provide a menu with allowance for variations in advance Choose a hotel or conference center that wasn't under construction, although the Eugene location was good.
20	Please state if a course is basic/general/level 1, or if it's geared towards people with more than 1 year of experience.
21	A better facility would have made the conference better.
22	Closer to Portland would have been better for me personally, but the accommodations were nice and I appreciated the amount of breaks, time, and structure.
23	Ensure that all presenters know they're date and time and information.
24	It was good.

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Q7 Suggestions for future topics or presenters:

Answered: 17 Skipped: 28

#	Responses
1	Presentations on new ways of doing business that are trending are really helpful. I work for a non-profit and we sometimes lag behind. For example, the newest strategies on recruitment, recognition, performance evaluation etc. would be helpful. And the sessions on the legislative environment are a must especially for those who are just starting their careers in HR. It was exciting to meet and talk with attendees new to the profession who were really excited about taking information they learned back to their organizations. The three that I spoke to were also all seriously considering on becoming certified.
2	Management of X, Y and Z employees. HR and Strategic planning; how does it relate to the organization as a whole. Metric measurement and how to apply.
3	Three out of six of the presenters just were not very energetic and they needed to be due the the topics that they were discussing.
4	How to do: examples of documentations for counseling's, reviews etc. Harassment and other training to bring back to our company's
5	Jennifer Bouman-Steagall is a perfect example of a great presenter. She has interesting stories to share, valuable experiences to draw upon, and her energy and humor keep participants engaged. Granted, few are like that, but more like that would be great!
6	Background investigation, best practices.
7	The only thing I would like to see is "digital recruiting" like using Facebook, websites, linked-in, etc.
8	Maybe a cafeteria-style series of classes on one of the days. Have a day with multiple classes available for a shorter block of time (90 minutes total) on subjects like Workplace Violence, Active Shooter Prevention, dealing with the media, hiring practices, validation of hiring process, fit for duty tactics, civil law, etc.
9	none.
10	Legal is always a must! Someone who truly knows more about the talent market, and how to recruit top talent. (Not recruiting 101 from 10 years ago) Employee engagement, building trust, How to train your managers to better lead their staff
11	1. Advanced: Integrity and Risk - HRs role in helping manage this area within the organization. 2. Advanced: Succession Planning - small, medium and large organizations - what they do and how the program has morphed over time and what the results have been. 3. Intermediate: Role of the BP when it comes to organizational development - what is expected, how has this role changed - where is it headed. 4. Entry Level: Legal ramifications for job descriptions and why your job profiles, job descriptions, and position overviews can be differently worded but all need to work together.
12	Legal updates and scenarios are always appreciated.
13	Social Media Trends and changes that affect HR More about legislation and its affects
14	Ask the presenters to deep dive. I have zero need for a high level, general presentation on recruiting/branding/interviews. What do you expect "HR people" to learn on those huge subjects in a short block of time? The same feedback goes for the rest of the presenters.
15	Bring back Jennifer for more law topics as they change.
16	Motivating techniques, team building exercises and how to bring fun into the work place.
17	Employee Relations

Q8 Please tell us if you have any suggestions for changes or improvements to future Academies.

Answered: 13 Skipped: 32

#	Responses
1	This is the first HR Academy I have ever attended and the longer format for each presentation was really beneficial. It allowed for more in-depth information and a chance to engage in interactive exercises. I think the most important part is to keep the topics current and relevant.
2	I think it would be good to do some break out groups of veterans and rookies, maybe during lunch it could be suggested we pair up with someone in that way (like mentor/mentee relationships could be cultivated?)
3	Location wasn't bad, the renovation of the HVAC System took focus away from the presenters.
4	I do not do Facebook for various reasons, this was frustrating when I couldn't be eligible for a door prize. I realize the importance in Social Media, sometimes the good old fashion way is still best.
5	Confirm the date and times with the presenters in advance.
6	Maybe a cafeteria-style series of classes on one of the days. Have a day with multiple classes available for a shorter block of time (90 minutes total) on subjects like Workplace Violence, Active Shooter Prevention, dealing with the media, hiring practices, validation of hiring process, fit for duty tactics, civil law, etc.
7	none.
8	Due to the number of attendees it would have been nice to have fewer tables and maybe a smaller room, so that you could hear all of the attendees comments and questions. I really appreciated all of the sharing that was done during the conference and the willingness to answer questions that were specific to attendees. These examples are often the best way for me to learn. When I hear real situations it puts the information into a better perspective.
9	The woman who manned the main table at the front and then worked quickly to set up the new room on the 12th floor was wonderful -- I'm only disappointed in myself because I didn't catch her name! She really made each person feel welcomed to the conference. Thank you for asking!
10	Staff was great. Enjoyed meeting board members. Again, Eugene location was nice.
11	NA
12	n/a
13	Getting a motivational speaker