



# Spring 2015 Final Report

Northwest Human Resource Management Association  
Spring HR Academy – Portland, Oregon



Conference Solutions

*Your Key to Success*

Prepared for NHRMA by Conference Solutions

# Oregon HR Academy Actuals-at-a-Glance

*As of June 2015*

	2015
Registration Count	100
Total Registration Income	\$ 50,070
Sponsorship Income	\$ 1,000
Hotel Pick-up	77 / 122%

Income Summary

Fee Type	Registration Type	Fee	Budgeted Registrants	Registrants to Date	Registrant Variance to Date	Budgeted Income	Total Income to Date	Income Variance to Date	Income Received	Balance Due
<b>Paid (6 Registration categories)</b>										
Early	SHRM Member	\$450.00	96	41	-55	\$43,200.00	\$18,450.00	-\$24,750.00	\$18,450.00	0.00
Standard	SHRM Member	\$500.00	25	32	7	\$12,500.00	\$16,000.00	\$3500.00	\$16,000.00	0.00
Late	SHRM Member	\$550.00	7	8	1	\$3850.00	\$4400.00	\$550.00	\$4,400.00	0.00
Early	Non-Member	\$650.00	10	9	-1	\$6500.00	\$5850.00	-\$650.00	\$5,850.00	0.00
Standard	Non-Member	\$700.00	3	4	1	\$2100.00	\$2800.00	\$700.00	\$2,800.00	0.00
Late	Non-Member	\$750.00	1	3	2	\$750.00	\$2250.00	\$1500.00	\$2,250.00	0.00
TOT			142	97	-45	\$68,900.00	\$49,750.00	-\$19,150.00	\$49,750.00	0.00
<b>Complimentary (1 Registration Category)</b>										
	Complimentary Registration	\$0.00	4	3	-1	\$0.00	\$0.00	\$0.00	\$0.00	0.00
TOT			4	3	-1	\$0.00	\$0.00	\$0.00	\$0.00	0.00
TOT			146	100	-46	\$68,900.00	\$49,750.00	-\$19,150.00	\$49,750.00	0.00

Additional Item Income Summary

Registration Type	Fee	Registrants to Date	Registrant Variance to Date	Budgeted Income	Total Income to Date	Income Variance to Date	Income Received	Balance Due
<b>Additional Options (3 Registration categories)</b>								
Substitution Fee	\$50.00	0	0	\$0.00	<b>\$0.00</b>	\$0.00	\$0.00	0.00
Cancellation Fee (3 cancellations)	\$320.00	1	1	\$0.00	<b>\$320.00</b>	\$320.00	\$320.00	0.00
Cancellation No Fees	\$0.00	0	0	\$0.00	<b>\$0.00</b>	\$0.00	\$0.00	0.00
<b>TOT</b>		<b>1</b>	<b>1</b>	<b>\$0.00</b>	<b>\$320.00</b>	<b>\$320.00</b>	<b>\$320.00</b>	<b>0.00</b>

No prior year pace history available.

Pace Report

Weeks Prior	Report Date	2015 OR Total Income	2015 OR Total Registrants
9	02-06-2015	\$4,900.00	10
8	02-13-2015	\$9,800.00	21
7	02-20-2015	\$14,300.00	31
6	02-27-2015	\$23,420.00	49
5	03-06-2015	\$27,470.00	57
4	03-13-2015	\$28,070.00	58
3	03-20-2015	\$33,770.00	69
2	03-27-2015	\$41,970.00	85
1	04-03-2015	\$45,170.00	90
0	04-10-2015	\$49,520.00	97
Final		\$50,070.00	100
Budget		\$68,350.00	145
Variance		-\$18,280.00	-45

Budget: \$3,000

Sponsorship Income

Organization	Sponsorship Item	Total Income	Received	Balance Due	Invoice Due
<b>Ultimate Software</b>	Sponsorship of Thursday, April 16	\$1,000.00	\$1,000.00	\$0.00	
<b>TOT</b>		<b>\$1,000.00</b>	<b>\$1,000.00</b>	<b>\$0.00</b>	

EMBASSY SUITES PORTLAND AIRPORT

Cut-off date: 23-Mar  
 Room nights contracted: 60  
 Minimum # of room nights required to avoid attrition: 60  
 Minimum # of room night revenue required to avoid attrition: \$8940.00  
 Room rate: \$ 149 + tax  
 Taxes: 14.5%

CURRENT EMBASSY SUITES BLOCK STATUS  
 122% of obligation met

Hotel Pace Report

Conference Schedule	Day	2014 Portland Final Pickup	2015 Portland Contracted Block	Final	10-Apr	3-Apr
Pre-Conference 2	Sunday, 12-Apr	1	0	1	1	1
Pre-Conference 1	Monday, 13-Apr	24	0	21	22	22
Day 1	Tuesday, 14-Apr	24	20	25	27	27
Day 2	Wednesday, 15-Apr	28	20	25	25	26
Day 3	Thursday, 16-Apr	0	20	1	1	1
<b>TOT</b>		<b>77</b>	<b>60</b>	<b>73</b>	<b>76</b>	<b>77</b>

## OR-HRA 2015 Registration Demographic Information

Which HRCI Certifications do you hold? Please select all that apply.		
GPHR®	2	1.96%
PHR®	27	26.47%
SHRM - CP	4	3.92%
SHRM - SCP	4	3.92%
SPHR®	10	9.80%
None of the above	55	53.92%

Please select your field, industry or area of study		
Accommodation and Food Services	2	2.15%
Banking, Finance	5	5.38%
Computer Technology	4	4.30%
Construction	3	3.23%
Defense	1	1.08%
Education	6	6.45%
Government, Public Administration	11	11.83%
Health Care, Social Services	20	21.51%
Insurance	4	4.30%
Manufacturing	10	10.75%
Mining	1	1.08%
Other	10	10.75%
Professional Services	5	5.38%
Real Estate, Rental and Leasing	1	1.08%
Retail Trade	2	2.15%
Transportation and Warehousing	4	4.30%
Utilities, Energy	2	2.15%
Waste Management, Remediation	1	1.08%
Wholesale Trade	1	1.08%

What is your level of HR experience?		
Less than 1 year	11	11.83%
1-2 years	16	17.20%
3-4 years	5	5.38%
5-7 years	16	17.20%
8-10 years	12	12.90%
More than 10 years	33	35.48%

How did you hear about the HR Academy?		
Email Blast from SHRM	29	30.21%
Mailed Postcard	22	22.92%
NHRMA eFlyer	10	10.42%
NHRMA Website	16	16.67%
Social Media or ListServ	1	1.04%
Other (Please specify):: Colleague	4	4.35%

Other (Please specify):: Supervisor	3	3.13%
Other (Please specify):: Employer	2	2.08%
Other (Please specify):: HR Manager	2	2.08%
Other (Please specify):: attendend previously	1	1.04%
Other (Please specify):: Dir. of HR Joe Chapman	1	1.04%
Other (Please specify):: Friend	1	1.04%
Other (Please specify):: my mom	1	1.04%

Have you been to an HR Academy in the past?		
First time	67	72.04%
Last year	13	13.98%
2 years ago	5	5.38%
3-5 years ago	6	6.45%
Over 5 years ago	2	2.15%

Which SHRM Chapter are you a member of?		
AK-Anchorage SHRM	2	2.63%
AK-Northern Alaska	2	2.63%
OR-Central Oregon	2	2.63%
OR-Columbia Gorge	2	2.63%
OR-Lane County HR Association	5	6.58%
OR-Lower Columbia HRM Association	1	1.32%
OR-Mid-Willamette Valley	5	6.58%
OR-Portland HRMA	28	36.84%
OR-Rogue Valley	1	1.32%
OR-Salem	2	2.63%
WA-Lake Washington HRA	4	5.26%
WA-Seattle Chapter	3	3.95%
WA-Snohomish County	1	1.32%
WA-South King County	1	1.32%
WA-South Puget Sound	1	1.32%
WA-Southwest Washington SHRM	2	2.63%
WA-Spokane/Inland Northwest	1	1.32%
WA-Yakima Valley HRA	3	3.95%
Other Chapter	9	11.84%
I am not a SHRM Member	1	1.32%



## Oregon 2015 HR Academy Evaluation

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

Answered: 19 Skipped: 16

#	Responses	Date
1	To learn more about the HR aspect of business.	5/6/2015 8:46 AM
2	To hear the latest and greatest HR news and updates	5/6/2015 8:42 AM
3	Certification Credits	5/6/2015 8:41 AM
4	I'm new to HR and was told this would be a great conference for me to attend, which it was 100%.	4/27/2015 1:38 PM
5	Networking and learning about the new trends in HR and the current employment law environment.	4/27/2015 11:12 AM
6	To learn more about general HR processes and legal requirements.	4/21/2015 4:22 PM
7	Employment law updates/changes specific to the state of Oregon.	4/21/2015 8:20 AM
8	To get a refresher and learn about what is new and coming up in the Human Resources field.	4/20/2015 2:03 PM
9	update on current info and receive new info	4/18/2015 10:43 AM
10	I've been in HR management for over six years and want to transition to an HR generalist or business partner role. I'm planning to take the exam this year for the SHRM-SCP. This seminar was a way for me to start preparing for certification.	4/17/2015 8:52 PM
11	good hr overview	4/17/2015 5:04 PM
12	To gain more knowledge in HR	4/17/2015 4:34 PM
13	To gain some best practices on the topics discussed.	4/17/2015 2:53 PM
14	Recertification credits and I hadn't been for several years.	4/17/2015 2:25 PM
15	Recertification Credits	4/17/2015 2:21 PM
16	To learn about law updates, and new information in HR. Also to earn Certification credits.	4/17/2015 2:20 PM
17	I felt that I would receive quality instruction for my SHRM-SCP re-cert credits at an excellent price.	4/17/2015 2:06 PM
18	I'm somewhat new to the HR field and I thought this would give me some good education and overview for my position as an HR Assistant.	4/17/2015 2:05 PM
19	HRCI/PHR credits	4/17/2015 1:59 PM

Oregon 2015 HR Academy Evaluation

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

Answered: 35 Skipped: 0

Answer Choices	Responses	
Certification Credits Available	54.29%	19
SHRM Membership	17.14%	6
Academy Promotional Email	14.29%	5
SHRM eBlast	0.00%	0
Referral from Colleague/Friend	22.86%	8
Previous HR Academy	11.43%	4
Save the Date Postcard	22.86%	8
Social Media	0.00%	0
<b>Total Respondents: 35</b>		

# Oregon 2015 HR Academy Evaluation

## Q3 OVERALL ACADEMY

Answered: 31 Skipped: 4

	Excellent	Good	Adequate	Poor	N/A	Total
Publicity/Promotion	3.23% 1	70.97% 22	19.35% 6	0.00% 0	6.45% 2	31
Website as an Information Resource	16.13% 5	51.61% 16	25.81% 8	0.00% 0	6.45% 2	31
Registration Process	33.33% 10	60.00% 18	6.67% 2	0.00% 0	0.00% 0	30
Hotel Accommodations	22.58% 7	19.35% 6	6.45% 2	3.23% 1	48.39% 15	31
Meeting Facilities	25.81% 8	41.94% 13	32.26% 10	0.00% 0	0.00% 0	31
General Environment of the Location	22.58% 7	45.16% 14	32.26% 10	0.00% 0	0.00% 0	31
Agenda/Schedule of Events	35.48% 11	38.71% 12	25.81% 8	0.00% 0	0.00% 0	31
Topics Presented Were Relevant to My Needs for Education	38.71% 12	29.03% 9	29.03% 9	3.23% 1	0.00% 0	31
How Would You Rate the Academy Overall?	38.71% 12	32.26% 10	29.03% 9	0.00% 0	0.00% 0	31

#	Comments:	Date
1	Of the six presenters, I truly only found the first presents and Deb Jeffries excellent. The last presenter did not share anything new. We started prepping for the ACA last summer.	5/6/2015 8:42 AM
2	The Embassy Suites at the Air Port is a long distance for my personal commute. I would rather have it at The Embassy Suites at Washington Square. I realize there are members from Washington or that fly in that probably like this location better.	4/28/2015 3:24 PM
3	Great content and very organized.	4/27/2015 11:21 AM
4	venue was too cold	4/22/2015 10:51 AM
5	Would have rated meeting facilities excellent except the noise from the meeting next door was distracting. Would have rated the agenda/schedule of events as excellent except the there was not an event created to provide an opportunity to socialize and meet the other attendees. Lunch provided limited access and time to meet others.	4/21/2015 4:35 PM
6	Do not include sales presentation or unsolicited guests in an attempt to use a captive audience.	4/18/2015 8:40 PM
7	room was very cold. food and hotel were nice, easy access. presentations were to long, I would have more during the day. breaks should only be 15 minutes.	4/17/2015 5:09 PM
8	Light mid morning snacks would have been nice, also offer more options for lunch i.e. buffet. Room was way too cold.	4/17/2015 4:38 PM
9	Meeting Facilities were mostly fine, however, the chairs provided a lot of back pain. By the 3rd day, it was pretty unbearable to sit in the chairs and made for a very sleepless night. The lunch was not very good - ended up going offsite on the 3rd day because of the dissatisfaction. Would be nice to have more of a buffet style to be able to pick between two options. I'm not a vegetarian, however, the meat selections were very heavy for the middle of the day. The quality of the food wasn't that great either.	4/17/2015 3:02 PM

## Oregon 2015 HR Academy Evaluation

10	Although the Embassy Suites Hotel locations is convenient. They do not offer free WIFI/internet in the lobby or rooms but instead charge \$9.95 per day. I believe this reflects poorly on NHRMA for choosing a hotel that is not conducive to HR/business professionals who travel in from out of town to attend this 3 day conference but want to take advantage of the hotel room discount. However, there was WIFI in the conference room which was appreciated and a Starbucks with WIFI down the street.	4/17/2015 2:52 PM
11	Most of it was a little to entry level for me. If I was new to HR it would have been great.	4/17/2015 2:29 PM
12	While the presentations were well done, this was not as high level as expected or desired.	4/17/2015 2:23 PM
13	I would recommend this academy to other people. I also like that with 3.5 hours per topic I was able to get more information that the standard conference break out sessions at other events.	4/17/2015 2:11 PM
14	The groups in the room next to us were really loud. It made it hard to focus on the presenter. Also, it seemed like the majority of the presenters did not want to be "stuck" at the podium. It is surprising that the venue didn't offer wireless microphones. Some folks felt the room was too cold, but I really appreciated that it was not super warm - so that was a great thing for me.	4/17/2015 2:09 PM

# Oregon 2015 HR Academy Evaluation

## Q4 Please rate the quality of the presentations you attended.

Answered: 31 Skipped: 4

Presenter Knowledge and Quality						
	Excellent	Good	Adequate	Poor	n/a	Total
Tuesday, 4/14: HR and Employment Law - Kyle Abraham and Sean Ray	70.97% 22	22.58% 7	6.45% 2	0.00% 0	0.00% 0	31
Tuesday, 4/14: Base Pay Plans and Compensation Strategies - Judy Clark	54.84% 17	35.48% 11	9.68% 3	0.00% 0	0.00% 0	31
Wednesday, 4/15: The Legislated Environment - Ren'ee Mangini	43.33% 13	33.33% 10	20.00% 6	3.33% 1	0.00% 0	30
Wednesday, 4/15: Recruitment, Selection and Placement - Deborah Jeffries	76.67% 23	20.00% 6	3.33% 1	0.00% 0	0.00% 0	30
Thursday, 4/16: Performance Management - Rick Howell	46.67% 14	30.00% 9	23.33% 7	0.00% 0	0.00% 0	30
Thursday, 4/16: Employee Benefits - Tim Rasch and Mike Collins	36.67% 11	40.00% 12	20.00% 6	0.00% 0	3.33% 1	30
Usefulness to Work Application						
	Excellent	Good	Adequate	Poor	n/a	Total
Tuesday, 4/14: HR and Employment Law - Kyle Abraham and Sean Ray	61.29% 19	29.03% 9	9.68% 3	0.00% 0	0.00% 0	31
Tuesday, 4/14: Base Pay Plans and Compensation Strategies - Judy Clark	45.16% 14	41.94% 13	9.68% 3	3.23% 1	0.00% 0	31
Wednesday, 4/15: The Legislated Environment - Ren'ee Mangini	40.00% 12	30.00% 9	26.67% 8	3.33% 1	0.00% 0	30
Wednesday, 4/15: Recruitment, Selection and Placement - Deborah Jeffries	66.67% 20	23.33% 7	6.67% 2	3.33% 1	0.00% 0	30
Thursday, 4/16: Performance Management - Rick Howell	36.67% 11	33.33% 10	30.00% 9	0.00% 0	0.00% 0	30
Thursday, 4/16: Employee Benefits - Tim Rasch and Mike Collins	16.67% 5	50.00% 15	26.67% 8	3.33% 1	3.33% 1	30
Overall Presentation Quality						
	Excellent	Good	Adequate	Poor	n/a	Total
Tuesday, 4/14: HR and Employment Law - Kyle Abraham and Sean Ray	64.52% 20	29.03% 9	6.45% 2	0.00% 0	0.00% 0	31
Tuesday, 4/14: Base Pay Plans and Compensation Strategies - Judy Clark	48.39% 15	35.48% 11	16.13% 5	0.00% 0	0.00% 0	31
Wednesday, 4/15: The Legislated Environment - Ren'ee Mangini	33.33% 10	43.33% 13	13.33% 4	10.00% 3	0.00% 0	30
Wednesday, 4/15: Recruitment, Selection and Placement - Deborah Jeffries	63.33% 19	30.00% 9	3.33% 1	3.33% 1	0.00% 0	30
Thursday, 4/16: Performance Management - Rick Howell	36.67% 11	30.00% 9	33.33% 10	0.00% 0	0.00% 0	30

## Oregon 2015 HR Academy Evaluation

Thursday, 4/16: Employee Benefits - Tim Rasch and Mike Collins	<b>26.67%</b> 8	<b>40.00%</b> 12	<b>26.67%</b> 8	<b>3.33%</b> 1	<b>3.33%</b> 1	30
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#	Comments:	Date
1	Would definitely listen to Judy Clark, Ren'ee Mangini & Deborah Jeffries again. Fabulous free flowing information and energy! And so appreciated how Deborah Jefferies encouraged us all to mingle & network. With her encouragement we all finally started talking to one another! The conference had a whole different feel afterwards. As planners, you should think about incorporating this spirit of networking earlier on. Tim Rasch did a great job presenting in his area - very informative, easy to listen too but felt a tad bit "sold to". Lastly, while the Birdie Group presenter was extremely knowledgeable and easy to listen too - and undoubtedly in a tough spot being last on presenter list - it felt more like we were being sold their services rather than educated on the topic. It would have been nice to have gained insight on better managing/choosing our own plan vendors, industry insights, etc. It was missing the inside scoop stuff that would allow us to do it better in our own arena. Wonderful week - kudos and thank you to all who put energy into the planning!!	5/6/2015 8:41 AM
2	The Employee Benefits section did not get adequate time to put on a full presentation and that is why I rated them good instead of excellent.	4/28/2015 3:24 PM
3	felt the last two speakers were trying to sell a service	4/22/2015 10:51 AM
4	The ones I rated 'good' might've received excellent if there presentations hadn't been identical to last year. Still good material - but I doubt I'll attend next year if it's another repeat. The ones I rated adequate might've gotten a good if they hadn't been so dang long... those types of sessions need to be broken up into smaller chunks. It's good and necessary information but you can only stand so much at a given time.	4/21/2015 4:52 PM
5	The only presenter I struggled with was Ren'ee Mangini - she is clearly knowledgeable with HR skills, etc., but I struggled with her presentation. Her slides had spelling and grammatical errors, and she just didn't seem overly professional. The others, specifically Kyle, Sean, Judy and Deborah were amazing and I learned a lot from them - thank you!	4/21/2015 8:22 AM
6	Judy Clark and Deborah Jeffries were excellent. Very engaging, I learned the most from them. I would go to a presentation by either one of them any time.	4/19/2015 11:50 AM
7	I felt Tim was knowledgeable however he spent too much time with humor and i think it caused him to lose focus.	4/18/2015 10:45 AM
8	presentations were to long.	4/17/2015 5:09 PM
9	I thought Ren'ee could have added more Oregon information, since it was in Oregon. I also found her slides had a lot of typos. Rick Howells presentation was more reading off the slides, and was pretty basic information. I would like to know more about new ways to think about performance evaluations. I thought HR Answers - Judy and Deborah were great presenters and the sessions were interactive	4/17/2015 4:56 PM
10	The Legislated Environment presentation was highly disappointing - most of the information was already covered through the HR and Employment Law presentation. Ren'ee didn't really expand on best practices like she had promised. She also didn't seem confident in her materials - a lot of referencing her notes, creating for a presentation that wasn't engaging or very fluid. The Employee Benefits presentation was presented well to keep people engaged, however, there was too much time spent on the ACA. I thought it would be more on benefit trends - I didn't need to know so much on the ACA, as our insurance brokers have prepped us for that.	4/17/2015 3:02 PM
11	I attended a HR Academy conference 2 years ago and felt some of the presentations this year were "stale". Meaning, I noticed that some of the presentors were using same slides/power point presentation from 2 years ago or at least seemed like I was seeing the same charts, cartoons etc... I realize that there may be some overlap from year to year but as an attendee it's easy to zone out when you have already heard or seen that info.	4/17/2015 2:52 PM
12	Everyone knew what they were talking about and the information was good it was just not new or cutting edge or thought provoking in any way.	4/17/2015 2:29 PM
13	The presenters were fantastic. I am very impressed with the instructors.	4/17/2015 2:11 PM
14	Deborah is a great presenter, but spoke very quickly and I sometimes had a hard time keeping up. It made it hard to keep notes.	4/17/2015 2:09 PM

Oregon 2015 HR Academy Evaluation

**Q5 Overall, did the Academy meet your needs?**

Answered: 31 Skipped: 4

Answer Choices	Responses
Yes	93.55% 29
No	6.45% 2
<b>Total</b>	<b>31</b>

#	If no, why not?	Date
1	Not really meant for my wheelhouse - workers' compensation and safety	5/6/2015 8:46 AM
2	I did not leave with that many new thoughts or skills for three full days of participation.	5/6/2015 8:42 AM
3	My needs were to really get credit. I was pretty basic knowledge but I did come away with some things from the conference.	4/17/2015 4:56 PM
4	I was looking for recertification credits so yes.	4/17/2015 2:52 PM
5	I got recertification credits and I know that there isn't any new thoughts going on in NHRMA	4/17/2015 2:29 PM
6	It met my needs in terms of credits but not in terms of learning opportunity	4/17/2015 2:23 PM
7	I was seeking recertification credits and to learn more about my field and it met both of my goals. I paid the fee and used vacation days to attend and I received an excellent value for the time and money I spent.	4/17/2015 2:11 PM

## Oregon 2015 HR Academy Evaluation

### Q6 How can NHRMA improve your overall attendee experience?

Answered: 12 Skipped: 23

#	Responses	Date
1	For the amount of money spent on this conference, the amenities were lacking.	5/6/2015 8:46 AM
2	I think it would be helpful to be able to customize the sessions you are interested in, so if you only want to attend 2 or 3 sessions that are your main interest then you can only attend those for me that will be helpful.	4/27/2015 11:24 AM
3	1. Light refreshments in the A.M. (yogurt, fruit) would be wonderful - I drive some distance... it's a long time between breakfast and lunch 2. I missed not having water pitchers on the table this year... having to get up and go to the back seemed disruptive 3. Desserts were heavy... a lighter option of fruit and cookies would've been sufficient. Especially after such a heavy lunch. 4. I already made my comments about the same material as last year; I likely won't attend next year unless there are significant changes.	4/21/2015 5:08 PM
4	Please schedule a late afternoon or early evening ("happy hour") opportunity to socialize and meet other attendees.	4/21/2015 4:37 PM
5	While the presentations were informative, they were not for the "beginner" HR professional. Could have used some more real world application as opposed to the text book HR information. For instance, we were instructed to use a script when conducting an investigation and it would have been nice to see an example of such a script.	4/21/2015 9:46 AM
6	I have to admit, I was quite shocked at the attendance - I expected many more people that were there. I attended the Montana State SHRM conference 3 years running, and more HR professionals were in attendance there than NHRMA, which is especially notable because NHRMA covers 3 states. Possibly increase the marketing by sending addition email notifications? I was not bothered by the longer sessions and lecture format (I actually very much prefer this), but I wonder if splitting the afternoon into two shorter sessions/topics would appeal to more people. Just an idea.	4/21/2015 8:26 AM
7	I think it was great. The presenters were knowledgable and friendly. The accomodations were excelent. It was great to end each day in a relaxed environment and enjoy a good meal.	4/18/2015 10:47 AM
8	have more sessions throughout the day. be willing to print out documents, one was not posted before we traveled to Portland and we were expected to pay to have them printed out.	4/17/2015 5:12 PM
9	Better chairs or more frequent breaks to get up and move around.	4/17/2015 3:05 PM
10	Could we have more interactive sessions with audience participation? Small group activities? Could we limit sessions to 2 hours per presenter? Would make it more interesting Could you offer break out sessions to choose from?	4/17/2015 2:27 PM
11	Clearly advertise professional level of competency that program is targeted to.	4/17/2015 2:24 PM
12	I had a great experience and anything I add would be drawing attention to small things, and I would not want to drive up the price.	4/17/2015 2:15 PM



## Oregon 2015 HR Academy Evaluation

### Q7 Suggestions for future topics or presenters:

Answered: 9 Skipped: 26

#	Responses	Date
1	Would be nice to see workers' compensation and safety involved in the process of HR as a lot of businesses house their safety/work comp in the HR dept. They tend to overlap with performance (employee relations) and FMLA/OFLA more often these days.	5/6/2015 8:46 AM
2	Engage us, case studies, tales from real life....	5/6/2015 8:42 AM
3	ACA and upcoming changes to employers FMLA	4/27/2015 11:24 AM
4	The speakers you have are wonderful; they just need new material. I really like the fact that the presenters (for the most part) are HR ppl and have real life experience in the field. I don't mean to be critical - ya'll do an amazing job of putting this on! Thanks!	4/21/2015 5:08 PM
5	Always continue the employment law updates (at least annually) - employment regulations and law change so quickly, that it's imperative to continue these updates.	4/21/2015 8:26 AM
6	I realize with such a large group it would be difficult to engage with everyone. I would however enjoy having a time to do more independent discussion with the other attendees to compare notes.	4/18/2015 10:47 AM
7	more specific areas more class options throughout the day instead of one large group setting	4/17/2015 5:12 PM
8	Organizational Development Change Management	4/17/2015 3:05 PM
9	FMLA / ADA - Best practices in administering leaves and recordkeeping	4/17/2015 2:27 PM

## Oregon 2015 HR Academy Evaluation

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

Answered: 6 Skipped: 29

#	Responses	Date
1	It's been touched on each year but many of us could benefit from a whole session on the ins and outs of FMLA/OFLA (documentation, tracking, etc.) Maybe have two tracks so individuals can choose the sessions best for them.	4/21/2015 5:08 PM
2	Please schedule a late afternoon or early evening ("happy hour") opportunity to socialize and meet other attendees.	4/21/2015 4:37 PM
3	Presenters with high energy, like Deborah Jeffries, are great!	4/17/2015 3:05 PM
4	Promote this as an entry into HR or have breakouts for different levels.	4/17/2015 2:30 PM
5	I think it would be great if you could have something geared toward HR in a union setting. That might be too narrow of a segment for attendance?	4/17/2015 2:15 PM
6	I think it would be good to only have 15 min. breaks and leave at 4. That way people driving in Portland can beat the traffic a little. I also think this should be 20 credits. Maybe one of the days come in 1/2 hour early. The recruitment could have used the extra time. All the information wasn't covered. I think it would also be good if we knew day by day exactly what the lunch would be. That way if its something we don't eat we could plan for something else.	4/17/2015 2:03 PM