

Human Resources Communication Cost/Benefit Survey

Over the past years we've developed 4 methods of communicating verbally with the HR community. We think its time to gain some feedback on whether this is still the best model. As cost becomes a larger issue for all of us, we want to be sure the value is high for the cost incurred.

Total people who responded: 61

A) CHRO/Assistant Director 25 (41 %)
 B) Transaction/Technical Staff 27 (44 %)
 C) Other 9 (15 %)

Rate the general importance of the information delivered

Rate the Value – (Usefulness of the information received vs. the cost of attendance)

5 is high importance, 1 is low

Monthly HR Conference Calls

	General Importance					Value				
	5 HIGH	4	3	2	1 LOW	5 HIGH	4	3	2	1 LOW
A	8	9	8	0	0	9	8	7	1	0
B	12	6	6	0	0	11	7	3	0	0
C	0	2	5	0	0	0	2	3	1	0

Spring HR Meeting

	General Importance					Value				
	5 HIGH	4	3	2	1 LOW	5 HIGH	4	3	2	1 LOW
A	13	8	2	2	0	11	7	4	2	0
B	11	15	0	1	0	5	14	3	1	1
C	4	2	2	0	0	3	2	1	1	0

Fall HR Conference

	General Importance					Value				
	5 HIGH	4	3	2	1 LOW	5 HIGH	4	3	2	1 LOW
A	13	10	1	1	0	12	5	5	2	0
B	10	12	0	0	0	8	9	2	1	0
C	3	3	0	0	1	2	3	1	0	0

Quarterly CHRO Meetings

	General Importance					Value				
	5 HIGH	4	3	2	1 LOW	5 HIGH	4	3	2	1 LOW
A	8	9	2	1	1	7	6	5	2	0

1) Do you think the information presented at the Spring HR Meeting could be covered by ITV or a webinar presentation?

- 25 people specifically wrote something regarding the importance of interaction among colleagues, face to face interactions being important, networking is beneficial, increases camaraderie.
- Others ideas were to cover some of the topics in a newsletter, specific section for business updates, specific web page for updates, some topics could be covered on monthly calls, WebX only for specific topics because of interruptions, no Q and A, bad connections, etc.
- 8 people specifically responded with NO.
- One person specifically ask for all the CHRO Meetings at the system office unless tied to a conference

2) We try to make the topics covered be of value to HR staff. What is the best way to solicit information from staff for ideas and topics to be covered as part of the Fall Conference or the Spring Meeting?

- 21 people specifically mentioned asking via e-mail, Make it an assignment to each institution to submit 2-3 topics and give deadline
- Programs reflect excellent and timely topics so whatever you are doing, its working!
- Specific topics mentioned were: Info on Drug and Alcohol Testing – procedures and guidelines, MSCF Contract ongoing, buddy/mentoring program
- Fresh people on Planning Committee
- Try and get more focus on the topics
- Regular surveys of interest
- Metro Alliance could be helpful in planning
- Want regular updates on what is being worked on
- Start HR Workshops, training, best practices, offer to smaller audiences (audits, posting, writing pd's, ISRS, training, good searches and proper documentation
- Message board on the web

3) Any other comments?

- Bring it (conferences) back to campus to save money
- Central location: Spring in Metro, Fall northern or central
- Want to hear more from Labor Relations
- Mix it up for breaks, meals so we site with different folks
- Need to enhance camaraderie of HR staff at all the different schools – great to put face with name on a call.