

## **Submission Template for the 2016 OBTC Teaching Conference for Management Educators**

### **1) Title, Abstract & Keywords**

Celebrating 20 Years of a University Human Resources Practicum: Sharing Best Practices

Abstract:

In 1996 the Management and Information Systems department of a university college of business began a semester-long HR practicum course for junior and senior undergraduates and graduate students. The purpose of the course was to provide HR majors the opportunity to participate in HR projects for real organizations as a capstone to their education, while providing area nonprofits and small businesses the access to HR expertise that they would normally be unable to afford. The purpose of this session is for the presenter and attendees to share practicum best practices.

Key Words: Practicum Best Practices, Team Development, Consulting Skills

### **2) Format**

- ☐ Activity or exercise
- ☒ Roundtable discussion (60 minute only)
- ☐ General discussion session

#### **2a) For activities and exercises only, is yours best suited for**

- ☒ A traditional classroom
- ☐ An online class
- ☐ Either

#### **2b) For activities and exercises only, is yours best suited for**

- ☐ Undergraduate students
- ☐ Graduate students

☒ Either

### 3) Time Requested:

☐ 30 Minutes

☒ 60 Minutes (*Roundtables must select 60 minutes*)

☐ 90 Minutes

### 4) Planning Details:

*Each room contains a white board with markers, computer (PC) with DVD capability and computer projector. Does your session require any other equipment?*

No special equipment required.

### 5) Teaching Implications:

Practicums as a teaching tool have been used for many years and across multiple disciplines. The approach used for this practicum represents 20 years of combined experience which has resulted in some unique best practice features, including a focus on team development, consulting/project management skills, and collaboration with mentors from the university human resources department. In addition to sharing these best practices, it is hoped that the session will be a platform for sharing practicum best practices from other educational institutions. The value of experienced based education continues to be reinforced by accreditation agencies. The practicum serves as a useful and popular pedagogic strategy for experienced based education.

### 6) Session Description and Plan:

Introduction to the HR practicum	5 mins
Development of Practicum Teams	10 mins
⇒ Sharing Best Practices	5 mins

Development of Consulting and Project Management Skills	10 mins
⇒ Sharing Best Practices	5 mins
Mentoring and Coaching Student Project Teams	10 mins
⇒ Sharing Best Practices	5 mins
Conclusion: A Discussion and Reflection on Learning	10 mins

## 7) Application to Conference theme:

This practicum approach involves a collaboration between HR professionals, academicians, and leaders from area small businesses and non-profit organizations. In addition, it is an important way to give back to the community. Since its inception, the practicum has provided HR expertise to over 30 area institutions on one or more occasions.

## 8) Unique Contribution to OBTC:

This discussion and the results of the practicum have not been published or presented previously at any professional conference.