



# STUDENTS AS CO-CREATORS

## A Curriculum Design Collaboration

### *Co-designing an HR symposium with students*

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## School of Management and Marketing

**Academic Year 2023-2024**

## **Where the inspiration to do the project came from**

MA Management runs by the School of Management and Marketing includes different assessment methods, which aim to provide the best learning experiences and applicable knowledge for students; both home and international students. Human Resource Management is one of the core modules which requires students to complete two unique assessments – Group Report which requires students to interview an UK HR Professional (Assessment 1), and Individual Critical Essay about an essay question related to HR concepts and theories (Assessment 2).

Since the course is occupied by both international students and home students, Assessment 1 (To conduct a Group 15-mins Voice Interview with a UK HR Professional) is challenging for international students as they have recently relocated to the UK. In relation to this, January 2024 starters feedbacked that they were unfamiliar with practitioners in the UK and felt isolated from their September cohort. This left January 2024. cohort at a disadvantage when trying to complete assessment 1, HRM. Due to this, it has been suggested by the course representatives that we co-create an HRM symposium in which we invited practitioners to engage with our students.

## **What kind of impact your work may have on learning and teaching going forward (specific to your course/module you worked on or in a broader context)**

This research aims to create and co-design an HR symposium in collaboration with our student participants, addressing the identified issues of isolation and international students' lack of familiarity with UK practitioners among new starters in January 2024. It is the hope that our students feel more confident to work on their assessment for the HRM module, feel more connected and build relationships with their student counterparts, academics, and HR professionals, and contribute to developing their HRM skills. Moreover, this research is an evaluation of the inclusion of students in the pedagogical process at the university.

## **What you set out to achieve (aims)**

One of the key objectives is to enhance students' engagement/ involvement by encouraging a student-focused learning and teaching approach. Moreover, we also aim to create an experience for students where they can interact with UK HR professionals and gain knowledge of HR practices in the UK business sectors which will help them with their assessment 1 and potentially their employability after graduating.

We have arranged the HR symposium on 20<sup>th</sup> February 2024 and have collected feedback from students' partners by conducting two focus group interviews and received highly positive feedback. Before these focus group interviews, the students' partners have randomly talked to their classmates and received positive feedback on how the symposium has supported them to gain better

understanding of the HR practices in the UK and connect with UK HR practitioners. Moreover, students have commented highly positively on the HR symposium on Student Module Evaluation Report for the HRM module – such as *“I like the lectures and the symposium and hearing from industry professionals.”*

Some of the feedback students’ partners given during the focus group interviews as follows:

*“I think it was a good experience for students, you know, to solve, to learn how to run a project or event.”*

*“So yeah, my involvement in it was good and the experience of being in the cocreator group is really great with the help of our professors.”*

*“Also, overall, at the university, it feels good when you are involved in other activities besides academics.”*





## How students and staff worked together – what the roles entailed

An initial meeting was arranged in November 2023 with students' partners where we discussed to clarify the objectives. Students' partners created a WhatsApp group where they can openly discuss and share important information, documents and answer queries/questions. The group meeting timeline, brainstorm ideas and agreement on task allocations and deadlines were discussed between students and staff during the initial meeting.

The second meeting was held via MS teams in December 2023, staff confirmed on supporting students with room booking and event arrangements especially for dealing with the university approval and administration process. Tasks were now clearly allocated among students such as, creating poster, symposium content and choosing and inviting HR professionals. In the last meeting in January 2024, the event details were confirmed, and staff checked and supported students with last minutes ad hoc task as required.

HR Symposium was on the 20th of February. During the event, staff member and staff worked together in dealing with event management activities such as IT set up, time keeping, meet and greet HR Professionals, meal arrangements etc. All students' partners were involved during the events supporting each other as required.

The poster is a vertical rectangular graphic with a white border. It is divided into several colored sections: a red top-left section with the school's name, a green top-right section with the event title and description, a dark blue middle-left section with the date and time, a red middle-right section with speaker photos and names, a green bottom-left section with a QR code and additional details, and a red bottom-right section with another speaker's photo and name. The text is in white and yellow, providing clear information about the event.

WESTMINSTER  
BUSINESS  
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WESTMINSTER

MA Management Presents:  
**HUMAN  
RESOURCES  
SYMPOSIUM**

An afternoon with three professionals sharing their experiences in HR Management, discussing their career paths, and offering recruiting and hiring insights.

**TUESDAY,  
FEBRUARY  
20TH  
1:00PM**

**THE ORLA  
GOUGH  
LECTURE  
THEATRE:  
MARYLEBONE  
CAMPUS, UoW  
ROOM CG28**

**CHELSEY  
OWENS-POWER  
HUNTRESS**

**RUBY  
HUSSAIN  
UBISOFT**

Food and refreshments will be provided.

The event will highlight each professional speaking about their unique roles and career experiences, followed by a collaborative group activity and a social hour.

**NWE ZIN  
SHAUNG  
U OF WESTMINSTER**

SCAN THE QR CODE ABOVE IF YOU HAVE ANY QUESTIONS ABOUT THE EVENT





### **Any lessons from working in partnership.**

The most challenging part is fixing schedules that work for everyone. There were times when some partners could not attend a few meetings. On the bright side, students were communicating constantly with their partners on WhatsApp group catching up on the discussion they missed and working closely with staff. This co-creator project has proved that including students and giving them a chance to involve in the pedagogical process has ultimately been very beneficial to both students and staff's teaching and learning experience. The project also was an opportunity for our students partner to use their talents and improve their skills such as public speaking, people management, event planning, problem-solving, etc.