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Minutes approved May 31 2017

For the Members of the Employers' Panel Games, IT University of Copenhagen

*The minutes are formally approved in an email hearing.*

Subsequently, the document will be made Public Available Information.

## MINUTES

Employers' Panel Meeting Games

May 1 2017, at 16:00 – 19:00

Room 3A20, IT University of Copenhagen, Rued Langgaards Vej 7, 2300 Kbh S.

## Present

Panel: Karsten Lund (Chairman), LEGO; Peer Jakobsen, Moviestar Planet ApS; Simon Løvind, Danish Film Institute; Asbjørn Malte Søndergaard, Tactile Entertainment ApS.

IT University of Copenhagen: Mads Tofte, Vice-chancellor; Lene Pries-Heje, Head of Studies; Camilla Rosengaard, Head of Communications; Lone Malmborg, Head of Department; Martin Pichlmair, Head of Programme; Daniel Cermak, Associate Professor; Eva Hauerslev, Programme Coordinator (minutes taker).

Absent: Thomas Howalt, DADIU; Jonas Wæver, Logic Artists; Aksel Køie, Step in Books; Miguel Sicart, Associate Professor; Sebastian Risi, Associate Professor; Hans-Joachim Backe, Assistant Professor; Espen Aarseth, Professor.

## Agenda

### 1. Approval of agenda

The agenda was approved without comments.

### 2. Update on the programme

Head of Programme, Martin Pichlmair, gave an update on the programme:

- ITU has appointed the first professor in Games.

- The programme is collaborating more with companies outside of the games industry (DR, KMD, AUDI etc.).
- Industry guest record this year in e.g. classes (SYBO, Massive, IOI, Unity etc.). The Demo Night is an initiative that started last year, where students and people from the outside can show unfinished games. Both externals and students participate.
- The course evaluation of the spring 2017 courses was the best in years.
- The new curriculum is ready for admission fall 2017.
- On June 8th, there will be an event, where student will show projects. Externals are welcome.

### 3. Measurement system and collection of data on the programme

Martin Pichlmair presented the item. Firstly, he presented the data collection and evaluations that ITU already is carrying out:

The Primary Quality Data are numbers on e.g. number of applicants, where they come from etc. The numbers are useful for tracking the programme. The course evaluation is carried out every semester for every course. It contains quantitative and qualitative questions. The quantitative questions can be difficult to decode but the qualitative questions are very useful. All teachers must give feedback or answer the qualitative feedback.

ITU also carries out other evaluations such as programme evaluation, graduate survey and project and thesis evaluation. Furthermore, the Study Environment Assessment is carried out every third year. Many evaluations and reports unfortunately have a low number of participants. Additionally, a new business intelligence tool will be introduced soon. The tool can provide data on students.

Martin Pichlmair presented some results from the reports:

- Games students finish fast and have a very low dropout rate.
- The programme is attractive but has lost a bit of appeal in the last years.
- The Games programme are internationally renowned – especially for the games research, machine learning, and experimental design teaching.
- Students have stress-related symptoms.
- Some students feel like the social life is missing.
- There are issues with harassment and sexism.

Regarding the harassment and sexism, the panel discussed the problem. It is an issue in the industry as a whole. Martin Pichlmair added that it could be good to have a more diverse faculty group for the technology track and in the employers' panel. The issues with the social environment come as a surprise as it seems like students are very much involved in social activities. Associate Professor Daniel Cermak believes making the lab a place you want to stay maybe could foster student socialisation and initiatives.

The panel and ITU representatives continued the discussion on possible additions to the measurement system.

A panel member asked if the students are taught how to apply for jobs. Martin Pichlmair responded that he has held a portfolio workshop and invited an HR person from a company for an event. Furthermore, the Study and Career Guidance at ITU organise CV and competence events etc. However, the students are not good at selling themselves. Head of Studies, Lene Pries-Heje, suggested that in the third semester the students could write a CV and have e.g. employers look at the CV's. A panel member noted that there could be a difference between tech and design; the cover letter can be significant for designers, whereas tech

usually carry out a test. Another panel member suggested that ITU could have the students write down what core competences they presume the employers will expect them to have and then ask the same to employers and then compare.

Next Vice Chancellor, Mads Tofte, mentioned that ITU does not have surveys that ask the employers about the graduates. A panel member said that it could be interesting to ask the companies that do not hire Games graduates why they do not. Martin Pichlmair and Karsten Lund replied that they believed it was a good idea.

Martin Pichlmair mentioned that asking about extracurricular activities is missing in the evaluations and that there could be a strong correlation between engaging in these activities and getting a job afterwards. Mads Tofte added that ITU should measure to what degree students have connections to companies. This could be a job, extracurricular activities or internships.

Subsequently, the panel discussed the use of external examiners and supervisors. Mads Tofte asked Martin Pichlmair if the Games programme use industry experts as external examiners. Martin Pichlmair replied that they often do but added that in some cases academics give feedback that is more qualified. A panel member mentioned that an external supervisor could give the thesis – and other projects – more industry relevance. He suggested that the programme encourage involvement from the outside. Talking about theses, Mads Tofte then suggested that the panel could look at thesis titles and get an idea of the relevance. Karsten Lund liked the idea. Lene Pries-Heje added that it also could be the abstracts.

Mads Tofte, suggested that at one of the two employers' panel meetings, one or two students could present e.g. a thesis project and faculty could present courses. The employers could ask questions and listen. This way the panel can observe the programme more concretely. He added that ITU should select students that will give a broad picture. A panel member noted that the panel should have enough time to give feedback and that the selection of the students should be fair. Furthermore, he questioned if it will provide enough insight as the time is limited. The panel agreed to try it out and let Martin Pichlmair design a concept for the next meeting.

Finally, the panel summed up the discussion:

- Martin Pichlmair creates a concept for having students and faculty meet with the panel.
- The panel will receive an overview of thesis subjects / titles for the next meeting.
- ITU will consider a small survey of employers that should employ graduates but do not.
- At the next meeting, course evaluation results for the new courses will be presented.

#### **4. Internship process**

Martin Pichlmair presented the new process for student internships in the Games programme. The students must work out projects together with a supervisor, where they will relate what they have done in the company and learned at ITU. Furthermore, an informal agreement has been developed between the student, ITU and the company. Among other things, the agreement should secure feedback about e.g. the process from the companies.

A panel member asked if it would not be more valuable to get feedback through interviews with the companies. Martin Pichlmair replied that he believes so but that it is very time consuming.

#### **5. Alumni survey 2018**

*The item was not handled on the meeting due to time constraint. No further action will be taken.*

## **6. The future of the Employers' Panel for Games**

Lene Pries-Heje presented the item. The Employers' Panel members are appointed for two years and this term is now ending. Therefore, it is time to say goodbye to those that will not continue for an extra term.

The following members will continue: Karsten Lund, Aksel Køie, Thomas Howalt and Asbjørn Malte Søndergaard. The following will not continue: Jonas Wæver, Peer Jakobsen, and Simon Løvind. However, all panel members would continue if there should be any difficulties in filling up the seats. The process of finding new members will take place over the summer.

Lene Pries-Heje and the rest of the ITU representatives thanked the panel for the huge effort.

The next meeting will take place January 2018.

## **7. Any Other Business**

Nothing for this item.