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*Minutes approved 29 October 2021*

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.

## **Employers' Panel Meeting Games - minutes**

27 September 2021, at 16:00 – 19:00

Room 3A08, IT University of Copenhagen, Rued Langgaards Vej 7, 2300 Kbh S.

### **PARTICIPANTS**

From the Employers' Panel: Astrid Refstrup, Jonathan Bonillas, Hannah Nicklin, Adam Mechtley, and Christos Iosifidis.

Absent: Marina Surdu, Simon Jon Andreasen, Kelly Griffin, Rob Pearce, and Na'Tosha Bard.

From the IT University of Copenhagen: Martin Pichlmair and Eva Hauerslev.

### **AGENDA**

#### **1. Approval of Agenda**

The agenda was approved without comments.

#### **2. Information: Old and new initiatives in the Games Programme**

Head of Programme, Martin Pichlmair, updated the panel on current activities in the Games programme:

- We are back on site and students are very engaged, active, social, and dedicated.
- From this semester we offer a Study Lab for the students. It is a new initiative that builds community and so far, it makes a lot of sense.
- In September, a game jam with Lego took place. It was a success among the students.
- There will be a Level One game jam in January.

A panel member asked what will happen if there will be another COVID wave. Martin Pichlmair replied that all courses can easily be converted to being online. All courses have been taught at least once online during the pandemic.

### **3. Discussion: Ideas for inclusion initiatives for new students**

Martin Pichlmair presented the topic: In the Games programme, we have a very diverse crowd of students. We do a lot of work to put them on the same level and we succeed well in class but not necessarily outside of the classroom. How do other universities or workplaces handle this?

Comments from the panel

- What you want are ways for people to meet. The idea should meet each other – not just cross paths – and it is important that it does not involve alcohol. Some companies have had success with speed dating events with cards in between you (different colour and themes). This way you should learn more about each other but not be stuck with people for long.
- You could also go to the world of performing games. It could be throwing a ball and adding something to the conversation. If your concern is different backgrounds and culture, you could address this with a theme such as 'home' for a game jam.
- Assign different groups for exercises, where you make time in labs for students to work together.
- An idea that is used in my company is often revisiting our guidelines for how we interact with each other, like at every town hall.
- Introduce a check-in and check-out exercise where everybody sits in a circle and check-in and check-out. This way you acknowledge each other and learn what is on their mind.

### **4. Discussion: Comment on ITU's collaboration agreement forms and contracts**

The item and documents were presented by Martin Pichlmair. The participants discussed the content of documents and came up with a few ideas for making them more useful such as adding a checklist and an example of a company collaboration, splitting the documents up – one for the company and one for the student, and making clear what is needed and what is just for inspiration.

Finally, Martin Pichlmair presented the new document that will replace the Employment Tickets.

### **5. Discussion: formats of collaboration between students and company**

Martin Pichlmair presented the item, and the panel discussed the concrete ways students can work with the companies.

A panel member replied that students need more understanding of the time companies have. The students are very unprepared with often very short emails and the company does a lot of work that the students should know beforehand; what are their interests and competences, what field do they want to work in, and where are they in their studies etc. Another member suggested to ask the students who previously have been working with companies what they wished they knew before contacting a company. Those students could also talk to prospective students before starting the process of contacting companies.

### **6. Discussion: Should we educate for start-ups or employment?**

After finishing the Games programme at ITU, many students found companies and the question is how to support this while the students are at ITU. The question is if we should educate for start-up life or employment. Previously, we offered entrepreneurship courses as part of the curriculum, but the courses did not work that well. There is an incubator inhouse and one team from Games is working there right now. The incubator can help with the surrounding tasks in starting a company but not so much with the product.

Comments from the panel

- I receive emails from many ITU students who ask how to go about founding a company, so the interest is there.
- I wish that universities would address the need for further education – how you are not done educating yourself when you finish university.
- University could give the means to understand that you can be employed and still develop your vision while being employed.
- It matters a lot to teach students to be their own mentors and inspire them to find their own vision.
- It is important to let students know that you can be good at making games but never in your life have thought about management and having your own company requires you to manage those skills too. It will protect your staff and product.

### **7. Any other business**

Eva Hauerslev noted that the next meeting will take place early spring.

Martin Pichlmair thanked the Employers' Panel Games for their valuable input to the various topics brought forward at the meeting.