



Techno-Anthropology recruitment panel meeting 2022

Meeting agenda

Date:	November 2, 2022	Time:	14:00 – 16:00
Locations:	Aalborg: AAU, Rendsburggade 14, 9000 Aalborg, room 4.307 Copenhagen: AAU-Cph. A.C. Meyers Vænge 15, 2450 Cph. SV, room ACM15 2.1.021 Online via Teams		
Meeting facilitator:	Maj-Britt Quitzau		
Minute taker:	Janni Rise Frellsen (Study Board Secretary)		

Present at the meeting	
Pernille Scholdan Bertelsen (PSB)	Head of Studies
Dianne Østergaard Nielsen (DØN)	Digitalisering og organisationsudvikling. Aalborg Kommune
Jakob Heydenreich (JH)	Center for IT og Medicoteknologi, Region H
Maj-Britt Quitzau (MBQ)	Study Board Chair
Lars Botin (LB)	Programme Coordinator Techno-Anthropology CPH
Maurizio Teli (MT)	Programme Coordinator Techno-Anthropology AAL
Line Gamrath Rasmussen (LGR)	Institut for Menneskerettigheder
Janni Rise Frellsen (JRF)	Study Board Secretary
Absent	
Mischa Szpirt (MS)	LEO Pharma
Anne Klærke (AK)	Microsoft
John Kjær (JK)	Hydrogen Valley
Tom Børsen (TB)	Career VIP Techno-Anthropology CPH
Christian Gradhandt Nøhr (CGN)	Career VIP Techno-Anthropology AAL

MEETING AGENDA

1. Presentation and approval of agenda
2. News from study management
3. Presentation rounds
4. Presentation of the TAN education
5. Dialogue about the TAN education
6. Any other business

MEETING MINUTES

1. Presentation and approval of agenda

Timeframe: 14:00 – 14:05 **Responsible:** Maj-Britt Quitzau

Background: *Presentation and approval of the agenda*

Purpose: Approval

MBQ welcomed everybody to the meeting and presented the meeting agenda which was approved without further comments.

Going through the agenda she elaborated on the idea of the presentation round, as we, apart from a presentation of the recruitment panel members, would also like inputs reg. the expectations for being part of the panel and participating in the yearly panel meetings.

MBQ added that she would like to have an evaluation of the meeting content and structure under the agenda item 'Any other business'.

Conclusion: **The agenda was approved.**

2. News from study management

Timeframe: 14:05-14:20 **Responsible:** Pernille Scholdan Bertelsen

Background:

- *Information about the Head of Studies role*
- *Information about the AAU accreditation process*
- *Information about AAU quality system*

Purpose: Information

PSB has been Head of Studies at the Department of Planning for a little over a year, and she informed about her role as Head of Studies and what it entails, such as daily operational tasks in collaboration with the department's study administration as well as more strategic tasks in collaboration with the Vice Dean, Head of Department and Study Board. The Head of Studies is deeply involved in both the quality of the educational programmes and the wellbeing of the students.

PSB mentioned that currently there is a special attention to the university's results contract with the ministry, where the focus is on strengthening Continuing Education (EVU). Thus, we are revitalizing our EVU programs.

She also informed about the upcoming institutional accreditation in 2023. It is a requirement that all higher education institutions must have a quality system to ensure the quality and relevance of the programs offered. This is what the institutional accreditation process must ensure.

During the last institutional accreditation, AAU was only conditionally accredited, which is why a lot of work has since been done on optimizing the quality system and building a quality culture.

Since then, a new quality model has been introduced, which runs in a 6-year cycle, which i.a. involves education evaluation, quality status and quality reporting of the educations. The Study Board for Techno-Anthropology and Sustainable Design is currently in year 3 of this cycle and must therefore carry out a quality report this year in relation to the board's educations.

AAU's quality model contains 6 quality areas, and the dialogue and cooperation with the recruitment panel falls under quality area 6 'Job and Career'. This collaboration is of great importance in relation to the quality of the educations as well as development and relevance for the labor market. We ourselves feel that our programs are good and relevant, and we naturally would like them to stay that way. Thus, we value the cooperation with our recruitment panels very much.

Conclusion: Presentation of the Head of Studies at Department of Planning and introduction to the new quality model.

3. Presentation rounds

Timeframe: 14:20-14:50 **Responsible:** Maj-Britt Quitzau

Background: *Presentation rounds with elaboration about expectations for the TAN panel and a short discussion.*

Purpose: Information and discussion

All meeting participants introduced themselves in a short presentation round. The external recruitment panel participants who were present at the meeting were:

- Jakob Heydenreich, a Medical Engineer who is employed at Center for IT and Medical Technology where he works with medical and IT equipment for hospitals in Region H. Jacob works in a team where they identify challenges and try to solve them together with students. He finds that the Techno-Anthropology students fit in very well, and he is aware of the value and competences that they can bring. Overall, he finds the Tecno-Anthropology study programme and students/graduates very relevant. The challenge is that very few people are familiar with the programme and the field, so he must explain it to them.
- Dianne Østergaard Nielsen represents Aalborg Municipality, where she works in the Mayor's Department within digitalization. Her main focus is organizational change – either driven or supported by technology. Situated in the Mayor's Department, most of her projects and networks take place on the interdisciplinary agenda of the 7 departments in Aalborg Municipality. Due to labor shortage, they have to rethink all their welfare tasks and look into

which technologies have potential to improve welfare for the citizens. She definitely sees a potential for TAN-graduates (and students doing projects) on this agenda.

Further, she works as an internal organizational coach and has had the pleasure to coach several TAN-graduates during their internships in the organization. They appear competent, open-minded and with an important *eye for* how to involve users of all kinds – something she says, they face as an ongoing challenge.

- Line Gamrath Rasmussen is a senior adviser at the Danish Institute for Human Rights; leading the technology and human rights work at the international level. Her work is centered on guiding state and business actors on taking a responsible and human rights based approach to developing and using technology. She has never worked together with a graduate from Techno-Anthropology, but going forward she finds it very relevant, as she sees them having very relevant skills.

MBQ informed about the new quality requirements for the composition of and dialogue with recruitment panels, which form part of Aalborg University's (AAU) quality system in the field of education. As PSB also mentioned, the cooperation with the recruitment panel is anchored in quality area 6 'Job and Career' in the quality system.

MBQ shortly informed about the profiles of the absent members and the reasoning behind this constellation of the recruitment panel. There is a requirement that a recruitment panel must consist of a minimum of 6 external members and relevant internal members. There is also a requirement for diversity in terms of geography and organizational representation with relevance for the education as well as organizational diversity (public, private and non-profit).

The recruitment panel for TAN currently consists of two members who have been a part of the panel for quite a while and four new members. We are considering adding a few more members. We have tried to include different representations, private and public organisations in the panel as well as a geographical spread, and we are very happy with our representation.

Members of a recruitment panel are formally appointed for a 4-year period with the possibility of extension. The current panel is per October 2022 appointed for a 4-year period. If a member leaves the panel, a new member must be appointed, and if a member gets a new position, the appointment must be reconsidered. MBQ thus drew attention to the fact that we would very much like to be notified if the external members get new positions/workplaces during the period.

The principles for the operation of the recruitment panel are as follows:

- the panel must contribute to and inspire the development of existing and new educations.
- the panel must enter into dialogue about the quality development of the education programs and advise on the relevance of the education.
- the panel engages in dialogue regarding the framework for cooperation between university and the corporate world.
- the panel enters into dialogue about the recruitment of students and information for potential students.
- the panel must give inputs and feedback regarding major curriculum revisions.

Conclusion: Presentation of all meeting participants and information about AAU's quality requirements for the composition of and dialogue with recruitment panels and the intention of the recruitment panels.

4. Presentation of the TAN education

Timeframe:	15:00-15:15	Responsible:	Lars Botin & Maurizio Teli
Background:	<i>Presentation of the TAN education including visions and challenges</i>		
Purpose:	Information		

LB and MT did a presentation of the Techno-Anthropology bachelor's and master's programs. The programs are interdisciplinary study programs involving four different departments at Aalborg University: Planning, Culture and Learning, Electronic Systems and Energy. However, the latter department is only involved at campus Aalborg. The study programs consist of 50 % course modules and 50 % project modules and contain technical subjects, anthropology, sociology, learning, design, planning, ethics and philosophy. Five different world goals are being addressed and the themes of change and transformation transcend the study programs. TAN graduates are described as hybrids. Through the program they are 'taught' and encouraged to be critical in relation to technological innovation. Among other things, they work with mapping people's use and perception of new technology and how the technology affects them, establishing a dialogue between experts and users and are able to assist in making ethically decisions. Many TAN graduates are employed at AAU 'carrying the torch'.

LB presented a Techno-Anthropology model from the book 'What is Techno-Anthropology?' by Botin and Børsen and offered a copy of the book to all of the recruitment panel members. Further, a brief run through of the content of the bachelor's programme was made. Second and third semester revolves around 'sustainability' and at fourth and fifth semester the theme is health. 4. + 5. Semester: 'health'. JH mentioned that he was working with three groups of students on prototyping, medical equipment and locations.

A lot of the students are very interested in going abroad for a semester, and we have made agreements with several international universities in order to offer meaningful exchanges. This is considered a very positive trend, as the students come back with great inputs and inspiration for the program.

MT presented the master's program in Techno-Anthropology which has gone through an extensive revision process and now has great emphasis on digitalization. The program attract not only the TAN bachelors, but also nurses, classic anthropologists and a significant amount of people that wish to change their career. It is almost impossible to detect a pattern in their background.

The TAN students are educated to meaningfully contribute to a lot of different fields, such as IT, sustainability, biotechnology, health technology, data science, teaching/research, building, user involvement and technology development, and a lot of graduates are working within these fields.

The full outcome of the master's program revision is yet to be seen in a couple of years, but we have already experienced a larger interest in the program from our own bachelors due to the new curriculum.

In relation to employability the numbers have unfortunately not been so good. JH asked for the reasons for the graduates' difficulty being employed. This is probably related to the fact that the study program is still relatively new. Thus, the labor market still lacks knowledge about the study program and the skills and competences that the graduates bring to the table. Also, the graduates themselves need to better understand and know how to communicate their competences in order to better 'sell themselves' to the companies. At the department we are putting a great effort into that and have established an employability team doing a really good job in regards to both preparing the graduates for the labor market and creating relations and cooperation with companies and organizations.

The official employability numbers are measured during the 4-7 quarter. Thus, these numbers do not show the full picture which can be a challenge as decisions are sometimes made with reference to these numbers. So, in this regard statistics are not always helpful.

Luckily, we now see that both the official numbers and the 'unofficial' numbers (the ones not being officially measured yet) are improving and the unemployment rate of our graduates is going down. We also see companies and organizations specifically looking for hiring techno-anthropologists which is very positive and a confirmation of the relevance of Techno-Anthropology in society.

Conclusion: The revised study programmes were presented and especially the employability challenge was raised as an important topic.

5. Dialogue about the TAN education

Timeframe: 15:15-15:50 **Responsible:** Maj-Britt Quitzau

Background: *Dialogue about the TAN education, employability and expectations for the TAN panel*

Purpose: Dialogue/discussion and agreements

The external members of the recruitment panel were asked for their thoughts on the TAN study program in general, the revision of the curriculum, the employability challenges and other inputs. LGR mentioned that she sees a great use for the TAN graduates and she could definitely be interested in having interns at the Danish Institute for Human Rights, which would be a good way for them to find out which competencies the TAN students possess.

JH adds that the employers might not know that they need is a techno-anthropologist, because they do not know what they can do. Thus, the students/graduates need to 'put themselves out there'. As mentioned, the graduates might not know themselves exactly which skills they can offer, so maybe a good idea could be to try to make it more concrete (e.g. with cases). At Center for IT and Medical Technology they cooperate with a lot of students, and the organization in general is now getting to know the TAN graduates, so they might look for them in the future when hiring new employees.

DØN mentioned that they do not actively look for interns, but if the students present themselves and have made an effort in getting to know the organization and how they can contribute, it could be interesting. However, it is a requirement that it is easy for an organization to receive interns, as companies do not have the time to do an interpretation of the student's competences in relation to the company. Thus, it is important that the students and graduates make an effort, look into the

companies/organizations and are able to communicate and translate their competencies and skills into useful features for the companies.

In relation to identifying and creating network to internship companies and future employers it is currently pretty handheld by the teachers, who gather information and set up collaborations with companies for the students, and students looking around, attending fairs etc. and we would very much like to systematize it more. AAU is connected to Graduateland where companies can advertise internships and jobs but has also made an agreement with a start up company in relation to a LinkedIn platform revolving around the university, which is very interesting and promising.

PSB mentioned a consideration to create mentorships at certain companies and asked if the external members would find it interesting to spend 1-2 hours each semester mentoring a student.

DØN said that ambassadors in organisations could definitely be a good idea, as it is a matter of spending time wisely for opening the doors for the students/graduates. She would be interested in being an ambassador bringing in students for a visit in the organization.

One of the focus points in relation to the revision of the curriculum was to strengthen the technical skills and add more digital anthropological skills to the study program. The external members were asked whether they found that this was the right direction for the TAN study program, and if they had other thoughts about the design-orientation.

LGR mentioned that from her perspective the technical aspects and skills are very important for the students/graduates. They need to be able to bridge and do cross-disciplinary work. They combine ethics with the technical aspects.

JH pointed out that it is important to find a balance in relation to how general the students/graduates should be. At Center for IT and Medical Technology they have only worked with students until now, which can be quite theoretical, and sometimes the organization would like to take it a bit further and be more practical/concrete. Thus, it could be great with more practical electives in the study program.

PSB said that the curriculum revision is supporting bigger knowledge on digitalization and IT, but the students are not taught computer science. They must be able to identify the needs while other people do the work. LB agreed that the TAN students/graduates are the ones designing requirements that others can work with.

Conclusion: The recruitment panel sees great value in the candidates from Techno-Anthropology and internships is seen as a great potential to introduce students and companies to each other. Current efforts in this regard should be continued. Mentoring is also welcomed and appreciated. DØN volunteered as mentor. The external panel agree with the more technical focus in the revision, but also advertise for more practical electives and cross-disciplinary work.

6. Any other business

Timeframe: 15:50-16:00 **Responsible:** Maj-Britt Quitzau

Background: *Participants at the panel meeting are invited to share information and issues that are relevant for the panel and the TAN education.*

Purpose: Information/dialogue/discussion/etc.

Evaluation of the meeting

As MBQ mentioned at the beginning of the meeting we would like to do an evaluation of the meeting format in order to ensure as much relevance and profit of the meetings as possible.

The majority of the external members of the recruitment panel is new, which is why a lot of the meeting revolved about introducing them to AAU and Techno-Anthropology. However, at the next meeting it would be relevant to use the time for discussing relevant challenges and subjects. Thus, some challenges and subjects should be indentified and introduced to the external members before the meeting, so we can spend the time having good discussions.

LGR agreed that the meeting was a bit heavy on presentation. This information could very well have bent sent out to the meeting participants beforehand. She found it to be a very good idea to identify and send out relevant issues, questions and challenges before the next meeting in order for the external members to prepare and contribute with inputs and feedback.

DØN asked if we are working from ‘a burning platform’ due to the fact that the TAN study program is closing down in Copenhagen. MBQ said, that the low bachelor’s intake in Aalborg could be considered a burning platform, and we are putting a lot of focus and effort into improving that.

PSB mentioned that the last bachelor’s intake in Copenhagen is in 2023 and that the programme will still continue for several years, so we have a hope that the political winds will change. We are very focused on improving the employability rate to prove the relevance of the programme at the labor market. The external members of the recruitment panel could play a very relevant role in relation to that by promoting the competences and skills of the TAN graduates and sharing their own experiences with e.g. student collaborations and internships.

LGR said that she would like to share adds for internships, and LB and MT were encouraged to contact the external members regarding internships. We will stay in contact informally until next meeting.

Conclusion: The meeting was considered a bit too informative and an agreement was made that prior to the next meeting,we will identify some subjects/issues/challenges which will be the focal point of the meeting. These will be sent to the external members beforehand so that they will be able to prepare and contribute with input and solutions at the meeting. It was also agreed that we will stay in contact informally until next meeting and that LB and MT will contact the external members regarding internships.
