

A woman with long dark hair is wearing a black VR headset and holding a black VR controller. She is looking slightly to the right. In the background, there are other people and a whiteboard, suggesting a classroom or workshop environment. The text "EUNIS 2019" is overlaid in the center of the image.

EUNIS 2019

# NTNU – Key Figures



- 8 faculties, 55 departments and NTNU University Museum
- 7400 Man years
- More than 42 000 students
- 7220 completed bachelor and master degrees
- 400 doctoral degrees

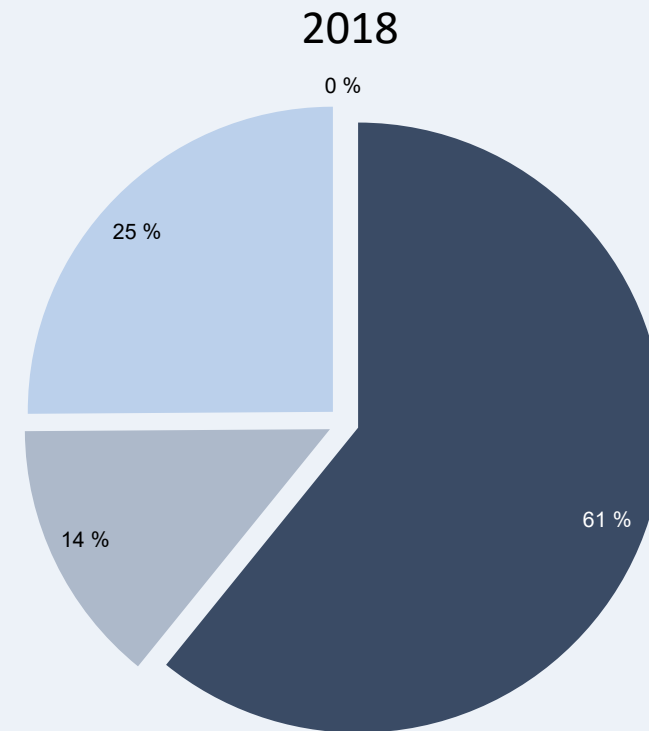
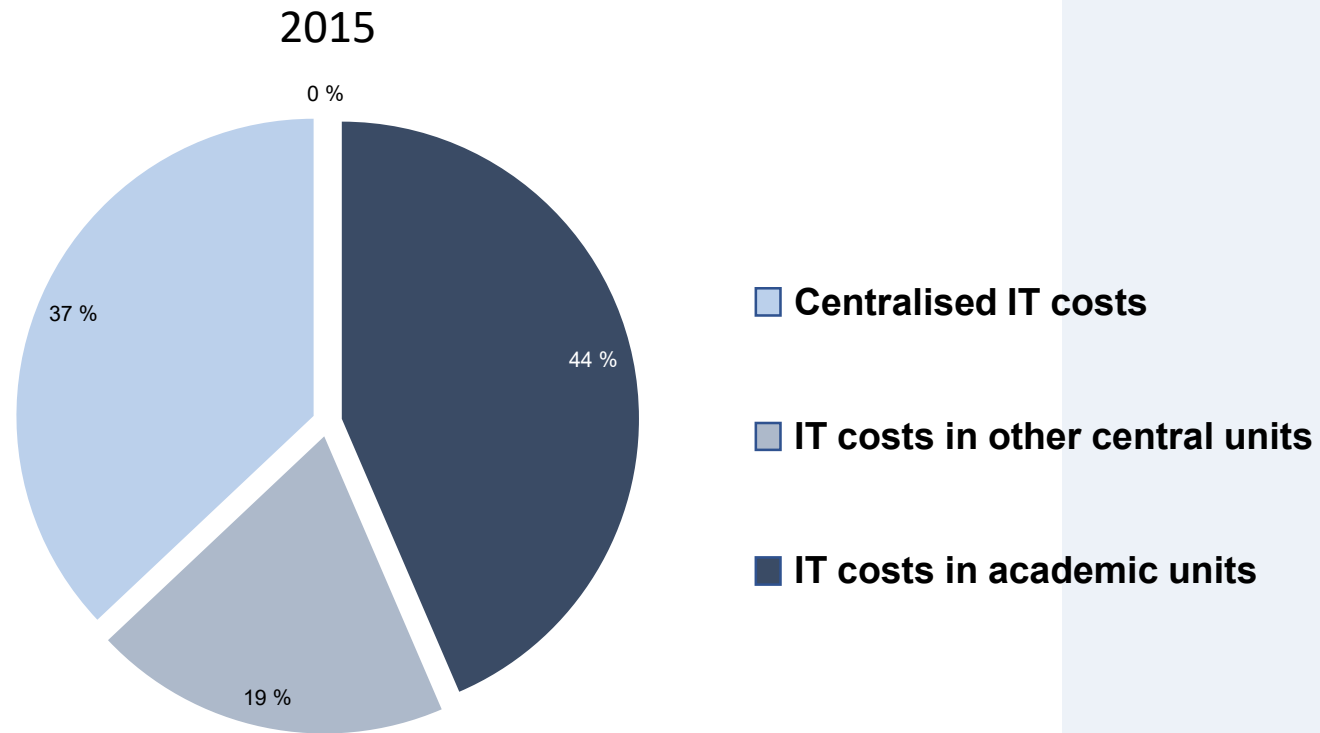


# IT at NTNU

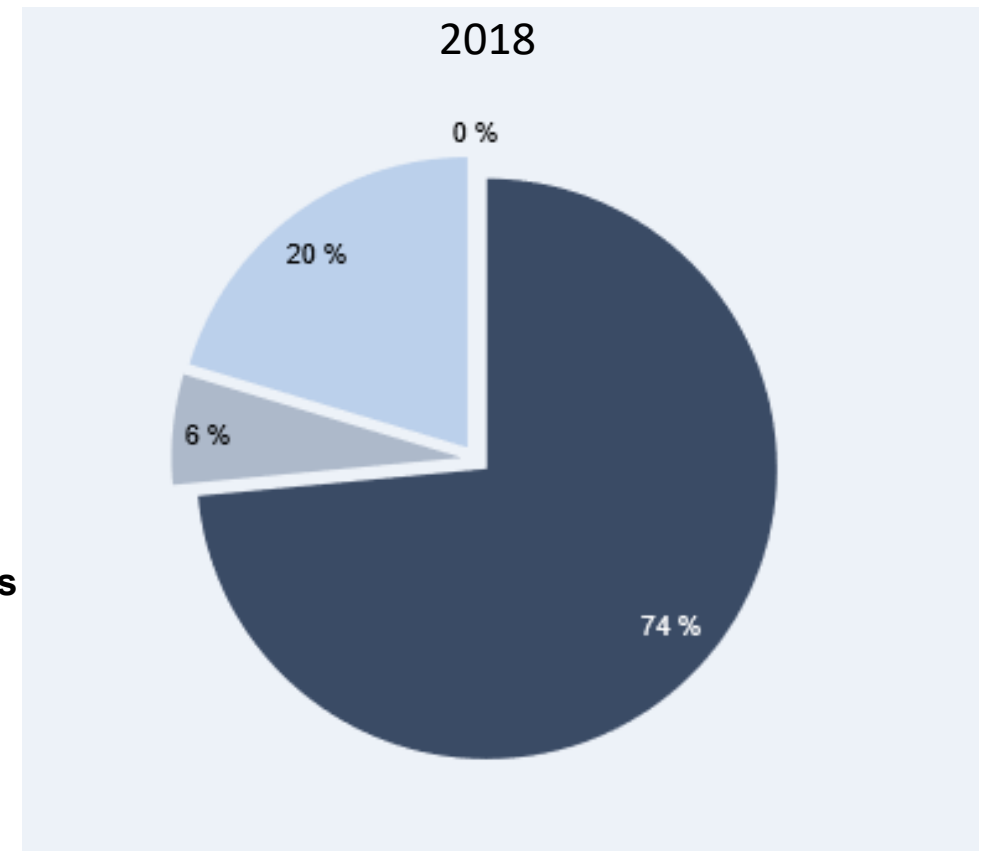
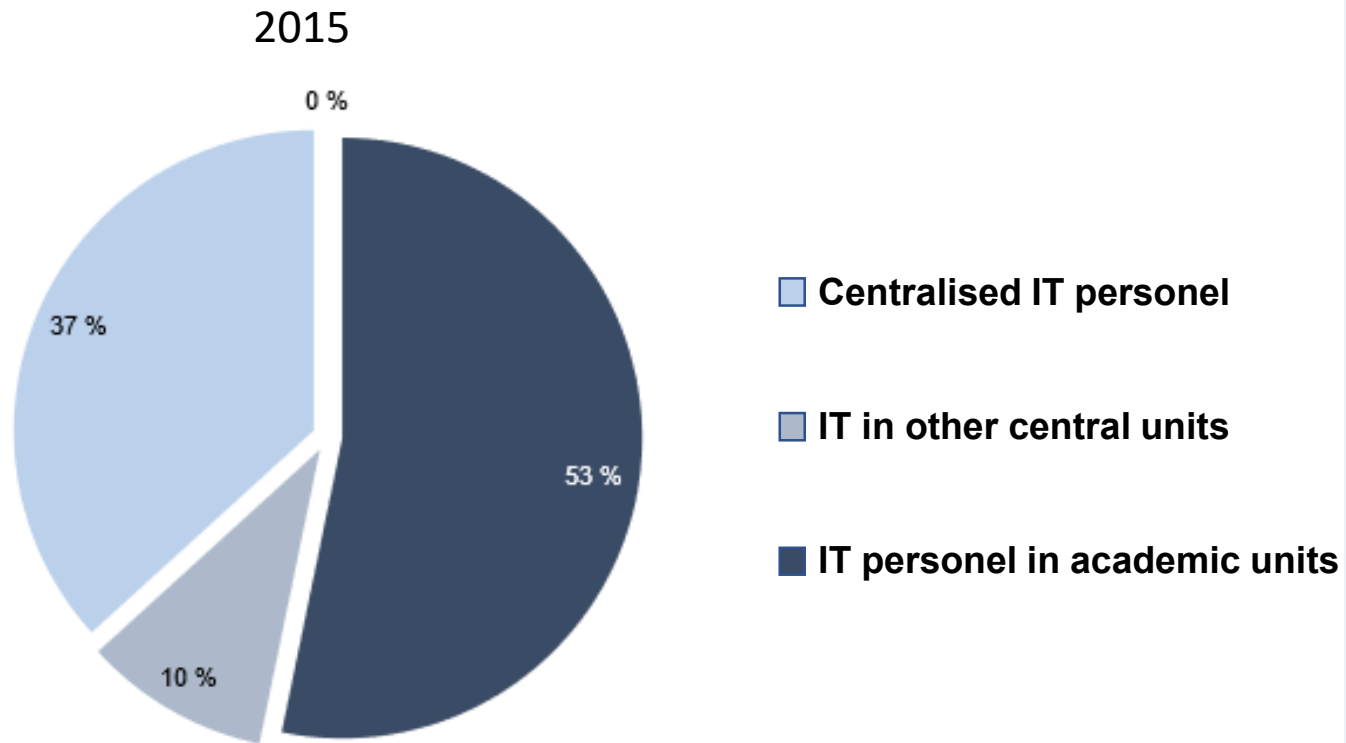
- Employees Central IT: 192
- Central IT cost: 410 mill NOK
- IT cost Academic Units 170 mill NOK
- Amounts of PC`s at NTNU: 17000
- Servers: 1500
- Storage: 18 PB
- Wireless AP`s at NTNU: 4200
- Number of user simultaneous Wlan: 25000
- Number of accounts: 60000



# Change in the Organization 2015-2018



# Change in the personel 2015-2018





# Challenges

- More IT to education
- High demand of:
  - IT services and IT consulting
  - Digitalization activities all over
- Administrative work must be streamlined as a result of Government cuts of 0.7% per year
- Receive too little IT per NOK
  - Use of External consultants is expensive
- Difficult to recruit Developers and Project leaders



GAMECHANGER



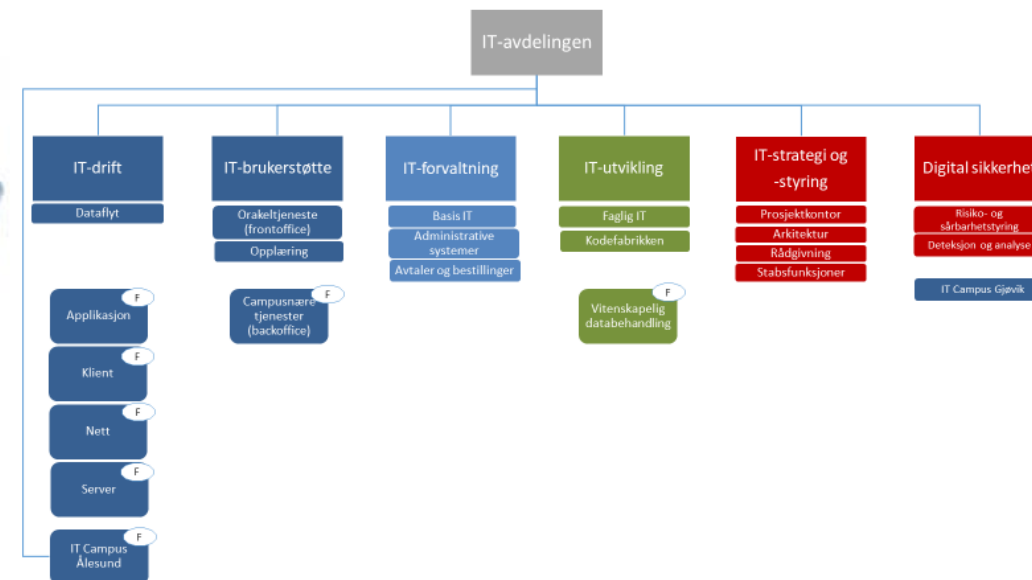


# Reorganizing The IT Function

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- Merger – The Game changer
  - Possibility to reorganize The IT function, giving **One central IT Department in 2017**
- High demand for Digitalization
  - The Digitalization program established in 2018







# Our Digitalization Program

- The program is divided in two:
  - delivery
  - implementing
- Budget is yearly over 100 MNOK
- Top management highly involved in priority of projects



The background image shows a scene from the Transformers movie franchise. On the left, a large, orange and black Transformer robot (Optimus Prime) is partially visible. On the right, a large, blue and silver Transformer robot (Megatron) is standing. In the center, a man and a woman are standing on a pier, looking out at the robots. The background is a city skyline with a body of water in the foreground.

# We Need to Transform

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50 man-years are planned to be transformed from IT operations to development activities within August 2020

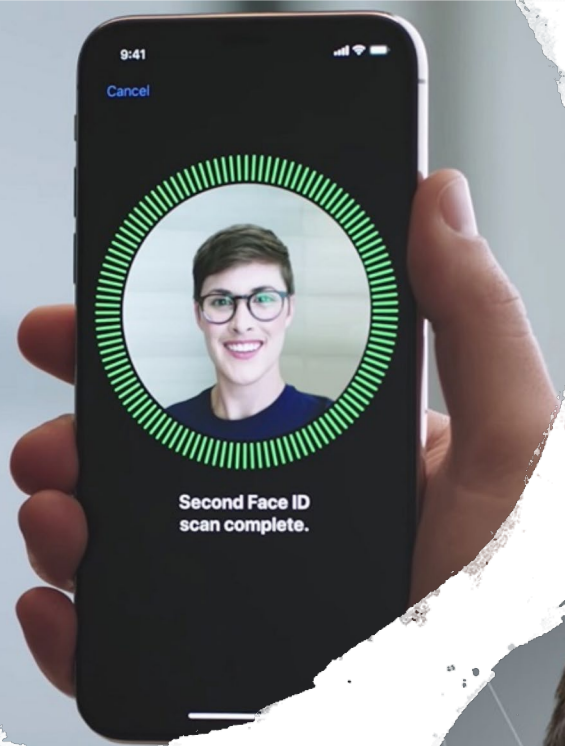




# How to do The Transformation

- Use reward instead of threat
- Mapping free capacity
- Involvement in mapping and changes in competence needs
- Project leaders must be accurate in their demand for resources
- Establishment of project and close cooperation with HR
- Recruit employees that are recent graduate and always look for people with potentials
- Internal education program:
  - project management school (running)
  - development school (planning)
  - cloud management (planning)

# Other Organizational Tweak's



- Innovative work areas
  - Free seating
  - Sensors'
  - Face ID
- Change Travel policy
  - 15% reduction in travel costs
  - no trips to USA in 2019
- Hack the culture

# IT takes the lead



Paper free IT department

Meetings

Speed

Carbon footprint

# Hack the Culture



# Summary

- Change the competence in the IT Department
- Retrain current employees
- Hire graduates, not seniors
- Challenge the culture (Hack The Culture)
- IT have to take the lead

